



NUI Galway
OÉ Gaillimh

EQUALITY DIVERSITY AND INCLUSION

ANNUAL REPORT
2019/20



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FOREWORD



As we come to the end of what has become an extraordinary year it is good to have the opportunity to mark this in the foreword to our Equality, Diversity and Inclusion Annual report (AY 2019-2020). Over the past academic year we have consulted on, drafted and launched our new university strategy Shared Vision Shaped by Values – a values led strategy where our commitment to respect and openness, in addition to excellence and sustainability, are writ large. In many ways, among our values, the greatest of these is respect. If we have respect, all else follows. Respect for ourselves and for each other, respect for the excellent standards with which we work, respect for others, for our communities outside our walls and respect for our university and our planet.

These values of respect underpin all our EDI initiatives in NUI Galway and it is appropriate that the Office of the Vice President for Equality and Diversity is taking the lead on embedding this value in our community and university culture: <https://www.youtube.com/watch?v=agalJyI1GLY>

Since mid-March our world is in a state of chaos as a consequence of the COVID-19 crisis. We can be justifiably very proud of the response of our university community in this crisis. Our collective response, giving life to our espoused values, has ensured that our commitments to our students were met to the greatest degree possible, including supporting students who felt isolated or vulnerable or who found themselves experiencing difficulties with accommodation, while at the same time responding positively, flexibly and rapidly to the needs of our wider community, including those of the HSE. In our society's hour of need, we as a university community were not found wanting.

This annual report provides an insight into the huge variety of EDI activities and initiatives engaged in by the NUI Galway community throughout the year and stretches right across and beyond the boundaries of our institution. It brings both credit and pride to us as members of the University. I wish to extend my thanks to each and everyone involved.

My thanks in particular to the members of the NUI Galway Equality Diversity and Inclusion Campus Committee (EDICC), members of the Equality, Diversity and Inclusion Committee of Údarás na hOllscoile (EDIC), the Vice President for Equality and Diversity, and her team, and to the Vice Deans Equality Diversity and Inclusion in each of our colleges. These individuals and teams provide the leadership and support that enables this energetic and engaging portfolio of work to work for us all.

President Ciarán Ó hÓgartaigh

BComm (Galway), DipPrAcc (UCD), PhD (Leeds), FCA (Ireland)
Uachtarán, OÉ Gaillimh
President, NUI Galway

1. INTRODUCTION - STAFF PROFILE, EQUALITY MONITORING

Data Driving Diversity in NUI Galway – Who's In?

Data gathering is an important component to identifying inequality, initiating activity and evaluating progress as required by the Public Sector Equality and Human Rights Duty and the NUI Galway Equality, Diversity and Inclusion (EDI) Strategic Plan.

In order to draw conclusions about groups of staff and students in NUI Galway, it is important in the first instance to obtain relevant data. While Irish universities are required to submit certain equality related data to various monitoring bodies (e.g. binary gender profile of staff and students to the HEA and number of persons with a disability employed in the university), there are significant gaps in existing data and reporting structures, including the knowledge and experience of all staff and students.

Moreover, as the EDI agenda evolves in NUI Galway, we are increasingly interested in intersectionality. Intersectionality recognises that people's identities and social situations are shaped by several factors including age, disability, ethnicity, gender identity, religious belief, sexual orientation and socioeconomic background. These elements of identity are interdependent and structure one another. A person is not, for example, a woman on one hand and disabled on the other; rather she is the combination of these at the same time. These elements of identity are not lived or experienced separately thus it is important to look at the interaction between different elements of identity, as different combinations can lead to different lived experiences of individuals in comparison to other individuals who might share one or more, but not all of the same elements.

Importantly, intersectionality tells us that social groups are not homogeneous. This also

applies to discrimination and inequality – both can be experienced by an individual due to the particular combination of their different elements of identity, and not just one singular identity that they possess.¹

An intersectional approach will enable us to better understand issues that are closer to the lived experience of our staff and students. In doing so, we will be better equipped to develop equality objectives and outcomes for our community.

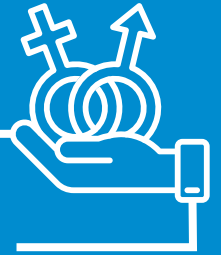
What next?

The first step is to gather staff data on the nine protected grounds under equality legislation. This is intended to enable us to:

- establish an evidence base for activities, policies and practice,
- assess whether policies and practices are equitable and fair and do not disproportionately affect different groups,
- use benchmarking to identify gaps in performance and outcomes, seek approaches for improvements, and adopt good practice.

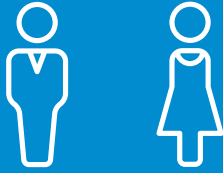
In AY 2020/21, staff members will be encouraged to entrust us with their data by telling us more about elements of their identity via Employee Self Service on CoreHR. Disclosure will be on a voluntary basis, strictly confidential and accessible only to authorised members of the Office of the Vice President for Equality and Diversity (OVPED) for high-level reporting purposes. We envisage that it will enable us to “proactively remove barriers to equality and diversity in our university, recognising the individuality of our people's journeys” and deliver on many flagship goals in Strategy 2020-2025.

¹Intersectional approaches to equality research and data, Ashlee Christoffersen Researcher, ECU



GENDER

STAFF 2020



ACADEMIC STAFF	
51%	49%
SUPPORT SERVICES STAFF	
31%	69%
RESEARCH STAFF	
48%	52%

STUDENTS 2020



UNDERGRADUATES	
41%	59%
POSTGRADUATES	
39%	61%
ALL STUDENTS	
40%	60%

DISABILITY

The Disability Act 2005 requires public bodies to promote and support the employment of people with disabilities and to achieve a target of 3% of staff with disabilities. For 2019, NUI Galway reported to the HEA on meeting

3.6%
of staff with disabilities.



1,145

students registered with the Disability Support Service in AY 2019/20.

INTERNATIONAL

3,308 international students and 483 international staff from

122
COUNTRIES



2. LEGAL FRAMEWORK, NEW & EMERGING LEGISLATION

The legislation governing equality, diversity and inclusion is contained in: The Employment Equality Acts 1998-2018, the Equal Status Acts 2000-2018, the Disability Act 2005, and Irish Human Rights and Equality Commission Act 2014.

Perhaps the most significant development in this area over the past 12 months is the 2019 Supreme Court decision case *Nano Nagle School v Marie Daly*. This case provides the authoritative decision on reasonable accommodation as legislated for in the Employment Equality Acts. This decision is of significant importance for employees and employers. A key implication of the Supreme Court judgment is that reasonable accommodation can entail the redistribution of duties, subject, of course, to the statutory limitation that this accommodation does not impose a disproportionate burden on the employer. Flowing from this, the Supreme Court held that employers are under an obligation to consider the impact of a proposed redistribution of duties before they can refuse to provide reasonable accommodation. Moreover, the wise employer would meaningfully consult with the employee concerned in the discharge of their duty of reasonable accommodation.

A further key element of this decision, and a marked departure by the Supreme Court from its relatively recent decisions, is its engagement with the relevant EU law. In this judgment the Supreme Court not only referenced the Court of Justice of the European Union's analysis of the Framework Employment Directive but also accepted that the Directive must be interpreted in light of the UN Convention on the Rights of Persons with Disabilities (CRPD). This significantly opens up the potential for the CRPD to impact upon the interpretation of Irish employment equality law. Ireland ratified the UN CRPD in 2018 and it introduces robust equality rights for people with disabilities in every walk of life including in the context of employment and education. Notably there is a very strong reasonable accommodation duty and the requirement to provide additional supports in education to students with disabilities. The Employment Equality Acts 1998-2018 were introduced to promote equality in the workplace. It does so by legislating to prohibit direct and indirect discrimination, sexual and other harassment, and victimization. The Acts require the provision of reasonable accommodation for people with disabilities and permit positive or affirmative action.

'Positive action' allows employers to take steps to promote equality, in particular in relation to gender, people with disabilities, members of the Traveller community, and employees over 50. The Acts apply to all of the following: employees in the public or private sector, whether full time or part time or temporary; trade unions, professional bodies, employment agencies and vocational training bodies. Employers may not discriminate against any employee or potential employees on the basis of any of the nine protected grounds, which are: age, race, gender, disability, civil status, family status, sexual orientation, religion, and membership of the Travelling community. Discrimination is prohibited in advertising, pay, access to employment, terms and conditions of employment, training, promotion or re-grading, the provision of vocational training, and dismissal. The University is an employer for the purposes of this Act but equally the University can be held liable for the actions of employees, and we must on behalf of the University comply with the provisions of this Act.

The Equal Status Acts 2000-2018 also prohibit discrimination on the same nine grounds but that discrimination is prohibited in the provision of goods and services, the provision of accommodation and education. It is clear that the University is obliged to ensure that students as recipients of that education are not discriminated against, are not harassed, and that students with disabilities are provided with reasonable accommodations. The Disability Act 2005 places statutory obligation on public service providers to support access to services and facilities for people with disabilities. The Act sets out a 3% target for public sector bodies for the employment of staff with disabilities and requires the University to report each year on the number and percentage of staff with disabilities to ensure this target is met. This information forms part of the report prepared by the Department of Education and Skills Monitoring Committee to the National Disability Authority. The Public Sector Duty was introduced as part of the Irish Human Rights and Equality Commission Act 2014. It places an explicit obligation on public sector bodies, in the delivery of their services and in interacting with their staff and those to whom they provide services, to eliminate discrimination, promote equality of opportunity, and protect human rights.



3. FEATURE ARTICLE: NUI GALWAY, A UNIVERSITY OF SANCTUARY

Mr Aidan Harte, Co-ordinator University of Sanctuary, NUI Galway

Designation:

Along with the Athena SWAN and Green Campus accolades, NUI Galway's strategic plan, based on the values of Respect, Open, Excellence, and Sustainable signifies to our staff, students and community partners that NUI Galway is committed to addressing issues which impact society beyond the University's boundaries. Our recent designation as an official University of Sanctuary (UoS) also underpins a commitment to challenging inequitable access to third-level education, particularly for Irish Travellers, asylum seekers, refugees, and other vulnerable migrant groups. It also signifies to the broader Galway community that we are committed to expanding that same ethos to the city in developing strategies to ensure that Galway becomes a City of Sanctuary over the coming years, through both our Schools of Sanctuary and Community of Sanctuary initiatives.

Highlights to Date:

Following our official launch in February 2018, the UoS committee has been building upon mutual "respect" and trust between the University and our surrounding communities, while garnering a reputation as a peer-led and rights-based initiative within the University. Most significantly, perhaps, we expanded the Inclusive Centenaries and Admissions Office Scholarship Programmes, which resulted in the provision of six undergraduate & three postgraduate scholarships for the academic year 2019-2020. Our new UoS scholarship programme, which is specifically targeted at Irish Travellers, asylum seekers, refugees, and other vulnerable migrant groups, includes both peer and academic mentoring elements, and these elements have proven most effective in addressing additional challenges faced by our scholarship recipients. To "open" the University to those in Direct Provision who otherwise may not have visited the campus, we facilitated a free bespoke 2-week unaccredited English language course on campus over the past two summers. Parallel to this, we also collaborated with the local FORSA trade Union branch in the provision of funding for two International

English Language Testing System (IELTS) course placements. The IELTS certificate enables students from non-English speaking countries to develop their language skills before registering at the University.

Other highlights include our Sanctuary in Politics Programme, which is an introductory course on Irish culture, political structures, media representation of minorities, and active campaigning. The pilot course ran for four consecutive Saturdays in June 2019, and included input from experts in the aforementioned fields. Our steering committee has also facilitated guest speaker events on campus to highlight the excellent research at NUI Galway pertaining to our target groups. Some guest speaker events have included talks on Access to Nursing, Barriers to Diversity in Education, the Asylum Process & Mental Health and, most recently, Travellers in Education. In November 2019, we won the local Chamber of Commerce Award for Corporate Social Responsibility, for our work in promoting the education and, consequently, employability of underrepresented groups.



Aidan Harte

City of Sanctuary:

In developing our strategies to become a designated "Community of Sanctuary" over the coming years, we will build upon the trust which we have garnered through our activities to date, while our "sanctuary" designation strengthens our position as a leading community partner working towards a more inclusive and



Mayor M Cubbard, Min D Stanton, Prof Ciarán Ó hÓgartaigh and Prof Anne Scott at the UoS designation ceremony, November 2019

equitable society. Our steering committee has built upon pre-existing links with the Galway City Community Network (GCCN), the Galway City Partnership (GCP), the Galway Chamber of Commerce, and Galway 2020, and has representation on the GCCN and the GCP. We are actively contributing to the local Community Development Committee Plan, and contributing to the Galway Integration Consortium strategies. We will work closely with the Galway Chamber of Commerce in addressing the low levels of employment amongst our target groups by rolling out pilot projects to combat prejudice within the workplace, and to promote more diverse voluntary and employment sectors. As per our Terms of Reference, we will build sustainable partnerships in challenging barriers to employment, housing, health, justice, language and education, arts & culture, and sport in our efforts to become a designated City of Sanctuary over the coming years.

A UoS Scholarship Student Perspective:

Ms Michelle Dube, UoS Scholarship

My name is Michelle Dube and I am one of the 8 recipients of the UoS Scholarship in 2019. The first time I heard about the scholarship was when I was doing the access course. My course coordinator Dr Surlis had mentioned it to me and I started researching about it. I contacted Aidan Harte, UoS Co-ordinator and he told me all I needed to know and I applied for a UoS scholarship. Being successful in my application was obviously the best thing that could have happened to me because I get to progress to third level and do a course I've always dreamed of doing. It's a very good opportunity for

me and I plan to use it wisely and do the best that I can. I also made a couple friends which was really great for improving my social skills and to meet people from different cultures and backgrounds. Just like everything it comes with difficulties. I am still an asylum seeker and not knowing the future of my stay here in Ireland and dealing with that while adjusting to the demands of university is very stressful and sometimes takes a toll on my mental health. I had to juggle my asylum case and exams in first semester which is something I had not prepared for and that took a toll on my marks. I didn't do as well as I wanted to. I also have the challenge of always having to find alternative studying methods because I don't live in the best environment for a student. I use the library of course but during exam season finding a place to study can prove to be a nightmare. I'm currently doing 1st year Biomedical Science which includes Physics, Chemistry, Biology, Biomedical Research, Science Communication, Bio-medical Seminars all of which are compulsory. I only get to choose in second year and I'm hoping to do Physiology, Pharmacology, and Biochemistry. I want to do those subjects because I'm interested in doing cancer research or working in pharmaceuticals. I haven't decided yet but there's plenty of time to figure it out!

*MultiCultural
Asylum Seekers
making
application*



*Members of the
UoS Steering
Committee with
Minister David
Stanton*



*Mitchelle
Dube – UoS
Scholarship
Winner*



*UoS scholarship
students group photo
at Access Graduation
November 2019.*



EDI Project Showcase
2018-2019



EDI Project Showcase
2018-2019

4a. FEATURE ARTICLE: EDI PROJECT FUND 2019-20

EDI Project Fund 2019/20

The Equality, Diversity, and Inclusion (EDI) Project Fund (€10,000) is now an established annual event in the EDI calendar. The EDI Project Fund is awarded as several small grants normally ranging from €300 - €1000. The fund is available to staff and students each year on a competitive basis for a variety of equality projects within the University. The EDI Project Fund aims to facilitate innovative equality/inclusion initiatives and to promote and celebrate diversity in all areas of life in NUI Galway.

The EDI Project Fund 3rd annual call for applications closed on October 29th, 2019.

As with the previous year, 23 applications were received and the EDI Project Fund Sub-committee were delighted to award 10 grants for 2019/20, to a mix of staff and student projects across campus and priority themes. Preference was given to project proposals which relate to the 9 grounds protected in equality legislation or the work strands identified by the EDICC as ongoing priority themes for 2019/20: Disability, Cultural Diversity, Access to Higher Education (HE) and Gender.

Projects

Cultural Immersion Programme

The Cultural Immersion Programme seeks to address the immersion and integration needs of all year 1 students in Shannon College in terms of their transition from secondary school to third-level education, and also their transition to studying and socialising in a multicultural environment.

Organiser: Dr María Palma-Fahey, Shannon College of Hotel Management.

Queer Arts Collective

Consisting of workshops and a 2-day international and cross-disciplinary conference titled "Glorious Outsiders: Queer Pasts and Futures in Irish Performance", the Queer Arts Collective project will establish a semi-academic platform to create space for the discussion of a rich variety of issues related to queer subjectivities and the socio-political significance of queer arts in academia and beyond.

Organiser: Zsuzsanna Balázs, PhD Student, O'Donoghue Centre for Drama.

Promotion of Community Disability Awareness Among Undergraduate Students

This project will support undergraduate Speech & Language Therapy students in NUI Galway to co-deliver Hear Me! training alongside adults with communication disabilities to hospitality students based in Shannon College. Hear Me! is a face to face training solution which will equip the hospitality students to support their interactions with people who have communication disabilities and in turn break down barriers by promoting an environment where people with communication impairments feel supported and welcome.

Organiser: Clare Carroll.

Engineering our Future: Family Fun Day

This project plans to increase the number of hands-on activities for families at Engineering Our Future: Family Fun Day [www.nuigalway.ie/engineersweek] during Engineers Week, which celebrates engineering across Ireland. In particular, the project will provide sensory equipment for small children and children with disabilities in order to enrich the experience for attendees and cater for a more diverse audience. This equipment will be available for use for future years' family fun days, as well as other possible outreach activities promoting engineering.

Organiser: Dr Magdalena Hajdukiewicz.

Ag Samhlú an Oibrí: Imagining the Worker

Ag Samhlú an Oibrí: Imagining the Worker aims to highlight the hidden or invisible labour that supports the working of the University. It will expand notions of inclusivity, equality and diversity by recognising the essential effort of this workforce, especially those engaged in cleaning, security and maintenance. Using technology, such as radio, to produce a podcast, documenting and imagining the work/er through words and sound, it aims to extend knowledge about the multicultural shape of the University's total workforce and to enable a multicultural and diverse student group to engage with the project objective.

Organiser: Mary Clancy, Centre for Global Women's Studies.

Mapping LGBT+ Life at NUI Galway

This project aims to develop an initial mapping project to identify, raise awareness about and to celebrate the people and places on campus that contributed to the development of LGBT+ rights, services and culture in Galway and further afield. *Organiser: Declan Coogan, Political Science & Sociology.*

Integration through Gaelic Games

Integration through Gaelic Games aims to promote diversity and inclusion in the NUI Galway international student community through the development of a Gaelic Football team. In doing so it will provide students with an outlet to meet others from different ethnic and cultural backgrounds and increase female participation in sport. *Organiser: Nigel Collins, NUI Galway International Gaelic Football Team.*

Celebration of EDI Concert & Music Video

The concert and music video aims to celebrate diversity, equality & inclusion through the medium of music and will bring together a diverse range of students, staff and the wider community. Furthermore, this initiative creates the opportunity for the collaboration between NUI Galway staff and students with the wider community as they work together to create an occasion where diversity, equality and inclusion is actively embedded within all aspects of the initiative. *Organisers: Owen Ward, Access with Imelda Byrne, Access Centre.*

Minceirs Access to University

An event entitled 'Minceirs Access to University' will take place on campus to welcome and encourage Irish Travellers into higher education at NUI Galway. The main objective of this event is to build a stronger relationship between staff and students at NUI Galway with Irish Travelers across the West of Ireland. *Organisers: Owen Ward, Access with Imelda Byrne, Access Centre.*

Celebrating Herstory through the 'Ordinary' and 'Extraordinary' Women in Twentieth Century' Ireland

In 2018, the University Women's Network, funded by the EDI Project Fund, held a Nollaig na mBan reception as part of the annual Herstory celebrations. This project proposes to run an event which engages local school children and continues to develop the relationship with Herstory. The aim is to focus on 'ordinary' as well as 'extraordinary' women in Irish history, coinciding with the Herstory 2020 project and particularly the 6-part television series <https://www.rte.ie/culture/2019/0729/1065831-rte-announces-herstory-20-20-project/>

The project will include two key elements: A creative educational project to be piloted in three local schools aimed at 5th/6th class pupils and a Children's Party in the Aula Maxima. *Organiser: Dr Sarah-Anne Buckley, University Women's Network.*



LGBT+ Event, 3rd March



Owen Ward and President Ciarán Ó hÓgartaigh at the Minceir Society Ethnicity Day



Minceir Society
Ethnicity Day



NUIG Schools of Sanctuary

NUIG Schools of Sanctuary

NUIG Gateway
Schools of Sanctuary

4b. FEATURE ARTICLE: FOCUS ON ABILITY

Supporting Students with Disabilities for Placement

Students with disabilities participating in higher education in Ireland represent 6.2% of the total student population (Association for Higher Education Access and Disability (AHEAD), 2018). This figure represents a 17% rise in the number of students with disabilities in higher education since 2017 and a 62% rise over the last 5 years. As the population of students with disabilities increases, it is imperative to create and foster inclusive environments. This is especially true where students with disabilities are enrolled on academic programmes with embedded work-based learning accredited modules. In AY 2019/20 there are 78 students across all colleges in NUI Galway who are registered with the Disability Support Service (DSS) and who may require support for placement. Disclosure is one of the most challenging aspects of having a disability, especially in relation to employment (AHEAD, 2013). It is complex and influenced by self-identity, type of disability, context and previous experiences. Disclosing a disability to an employer can be even more of a concern for individuals with hidden disabilities. Many students express concern around bias and negative attitudes towards disability and as a result not disclosing a disability may be perceived to be a barrier to receiving much needed support during the placement process. Understanding this challenge, the Work Based Learning (WBL) team in the Career Development Centre (CDC), strive to foster a positive and inclusive climate so students feel comfortable and safe to disclose their disability.

In close collaboration with the DSS, the WBL have devised best practices and procedures to support students with disabilities in placement. Recognising that disclosure is the right of the individual, students are asked to consider a range of questions when deciding to disclose their disability to a prospective employer: why, what, when, who and how. Students are encouraged by their placement officer and the DSS to opt in for support at the beginning of the placement process. They are invited to a planning meeting to discuss accommodations the student might require during placement preparation and/or while on placement with a host organisation. Accommodations e.g. maintaining confidentiality, allowing for installation of software, sensory adaptations, reduced working hours, or time for medical appointments are specified in a placement planning report which is similar to a student's

academic Learning Educational Needs Summary (LENS). The report is fluid and can be amended during the placement experience should the student's needs change. Students are empowered to participate in an effective disclosure process with employers and to use the placement process as a dress rehearsal for their disclosure plan for when they will enter the graduate recruitment market. Feedback from students include;

"The placement planning report helped me to identify what I needed for placement so I could contribute effectively to my job"

"I feel more confident to disclose my disability now as a final year student as a result of the support I received during placement"

In addition to providing support with disclosure, placement officers scaffold the support to students with one-to-one meetings to provide assistance with CV preparation and interview skills. Since the introduction of these best practice procedures in 2017, disclosure of disability by students has increased tenfold and has led to a positive discourse around disclosure. Since 2017, all students with disabilities who opted to disclose have successfully secured a placement in their respective industry sectors. In addition, it has enhanced disability awareness among placement officers and employers.

Transition to Employment Programme

In February 2020, the CDC facilitated a dedicated programme called Transition to Employment which supports students with disabilities or mental health issues who are preparing to transition into the working place - either as a graduate, going on placement, or seeking a summer internship or part-time job.



Niall O'Hanlon,
ESB, Employer
Meet & Greet

The programme was co-ordinated by Claire Murphy and Marie Laffey from the CDC. The initial outline for the programme was developed with the concept of the heroic client (Duncan et al, 2004) in mind and the incremental development of the content is driven by feedback and observations from participants obtained during each session. This agile 'inspect-and-adapt' approach is critical to ensuring the programme incorporates the needs and objectives of participants. All content and delivery is developed using the framework Universal Design for Learning (UDL).

The programme was initially piloted in Feb 2017 and was awarded the Association of Higher Education Career Services (AHECS) Employability Award in May 2017. The programme comprises a series of four workshops which are designed to support talented individuals to enhance their employability skills to become work-ready with increased confidence to build connections with employers. Since 2017 over 100 students have participated in the programme with up to 40 students participating in various aspects of the programme in Feb 2020. Testimonials included;

"Showed me my future is going in the right direction for employment"

"I couldn't believe the help and encouragement offered during the four weeks. It was as though it was tailored just for me. I left with lifelong interview skills, legal information regarding disclosure and a new found confidence."

"I learned a lot about the choices when and why to disclose or not to disclose a disability to an employer and the grants and programmes that are available to enable people with disabilities to succeed in the job market."

The programme provides participants a unique opportunity to network with employers and hear how they are promoting diversity and inclusion in the workplace. This year the employer session was opened by Prof. Michelle Millar, Dean of Students who welcomed Fidelity Investments, SAP, ESB and Specialisterne to NUI Galway and thanked them for support of the programme. Employers shared their own experiences of their career journeys and transitioning into the workplace with a disability with the focus on their ability rather than disability.

The final workshop in the series is a goal and action planning workshop where students are encouraged to reflect on their experience in the programme and empowered to devise goals and actions for the next steps in their job searching strategy.

The programme has yielded many positives for all stakeholders. Employers who have partnered with the programme have indicated it has increased their access to a wider talent pool that brings new perspectives and diversity to their organisations. Most importantly, student feedback has shown an increase in their self-esteem and confidence in their abilities to transition into the workplace and begin their career journey.

Age Friendly Campus

NUI Galway is exploring the designation 'Age Friendly Campus' through a student led project that saw three initiatives on campus focus on welcoming members of the community to engage through a campus walk, public seminar and computer classes. Students from second year Biomedical Science and the Older Persons Council (OPC) have worked together with support from the ALIVE programme to organise these three events to progress a campaign for an Age Friendly University. The students have aimed to tackle three main areas: to raise awareness of the biodiversity walks on campus, to encourage participation in technology and to discuss the 'Age Friendly Ireland' programme. "Welcoming older people to our university is very important as it will encourage us all to engage more in wellness, cultural, social and educational opportunities" said Lorraine Tansey of NUI Galway's Community Knowledge Initiative (CKI). "The main overall goals are to create a more diverse university campus, promoting more intergenerational engagement and helping to challenge stereotypes and combat ageism." The World Health Organisation has identified ageing populations as a major area of focus for cities, hospitals and educational institutions, in proactive engagement with increasing diverse needs.

Age Friendly Campus initiative team
(L – R) Joan Kavanagh, Chairperson of Galway Age Friendly Programme
Older Persons' Council, and
Daire Smith, Donal Devane,
Catherine Geoghegan,
Anna Regan, and
Katen Duffy, all
of 2nd Year
Biomedical
Science.



Three events were held in February and March 2020. All events were free, open to all and student-led.

1. An age friendly walk was held on Monday 17th of February at 11pm. This 1 hour walk and tour of campus was followed by tea and coffee for participants and generated connections with local newsletters and retirement groups.
2. Age friendly computer classes hosted 32 people over 3 session with 8 students at each session providing the welcome and educational intervention
3. An age friendly designation for NUI Galway seminar was held on 10th March. Guest speaker Dr. Kieran Walsh, Professor of Ageing and Public Policy offered an insight into the national age friendly initiatives. The seminar which was hosted by Age Friendly Ireland & the NUI Galway CKI received a tremendous response from members of the community who wished to learn about ILAS and research undertaken.



Age Friendly
Initiate Group



5. EDI: DEVELOPMENTS AT SCHOOL & COLLEGE LEVELS

College of Arts, Social Science and Celtic Studies (CASSCS)

Vice Dean EDI: Dr Gerry Molloy

This Vice-Deanship of EDI and the College EDI advisory committee is now in its third year. Over this time the advisory committee has included the following current and past members: Niamh Reilly (Political Science and Sociology), Kevin Davison (Education), Marie Mahon, Ulf Strohmayer, Mary Green (School of Geography, Archaeology and Irish Studies), Frances McCormack, Marianne Ní Chinnéide (English and Creative Arts), Hans Walter Schmidt-Hannisa (Languages, Literatures, & Cultures), Sarahanne Buckley and Laurence Marley (History and Philosophy). All CASSCS schools now have an EDI role within their structures and processes. In order to extend our membership we aim to attract EDI advisory committee members from College professional and research staff over the next year.



Dr Gerry Molloy,
Vice Dean EDI

Two of the main areas of EDI activity in CASSCS over the last year have been:

- The development of Athena SWAN structures and processes
- Contribution to the University harassment and sexual harassment policies

Athena SWAN

During 2019 the School of Psychology Self-Assessment Team (SAT) completed a staff and student culture survey and staff and student focus groups as part of their Athena SWAN Self-Assessment. The SAT have completed the first draft of their Athena SWAN Bronze Award application and will submit this application in 2020. As part of College Athena SWAN activity the Vice-Dean hosted a visit from Dr Iona Latu, School of Psychology at Queen's University Belfast. Dr Latu gave a seminar on 'The Psychology of Gender: Implications for Athena SWAN Initiatives' on February 19th 2020.

This event marked the initiation of an EDI themed seminar that the School of Psychology will host annually to highlight research that relates to key EDI areas that the School, College and University are focusing on e.g. gender equality, disability, LGBT+ health, cultural diversity and widening access and participation. Other schools in the CASSCS are starting to explore the feasibility of setting-up Athena SWAN SATs this year.

Harassment and sexual harassment policies

During 2019 the College EDI advisory committee contributed to the revision of the Staff Harassment and Sexual Harassment policy. In related work the Vice-Dean and members of College have also been involved in the NUI Galway Working Group on Consent Framework Implementation. This is 'The Framework for Consent in Higher Education Institutions' that aims to prevent sexual violence and harassment in Irish Higher Education Institutions. Dr Pádraig MacNeela from the School of Psychology has been at the forefront of this work in the University and indeed nationally as a member of the expert advisory group that authored the Framework. Pádraig together with Dr Siobhán O'Higgins, and Dr Kate Dawson from the School of Psychology, and Dr Charlotte McIvor from the Centre for Drama and Theatre Studies also lead the Smart Consent Programme. The programme targets young people from 16-23 years of age in order to promote a positive approach to the important issue of sexual consent. The Vice-Dean has also recently joined the newly established Widening Access working group of the EDI campus committee led by the Director of Student Services. The work of this group will feature in College EDI activity over the next year.

College of Science and Engineering (CoSE)

New Vice Dean for the CoSE, former Vice Dean EDI for the College of Engineering and Informatics: Ms Mary Dempsey.

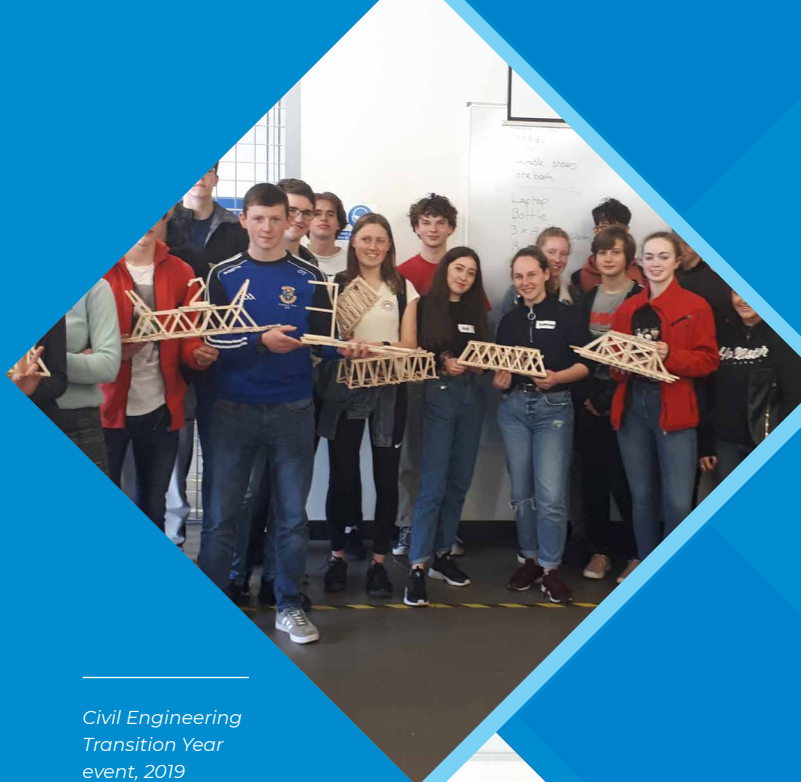


Ms Mary Dempsey, Vice Dean EDI

The College of Science and Engineering (CoSE) was established in September 2019 and merged the College of Science with the College of Engineering and Informatics. The merger also resulted in the formation of two new schools; the School of Engineering and the School of Computer Science, bringing together 6 schools under the CoSE. The two Vice Deans of Equality, Diversity and Inclusion aligned with the former colleges remained as caretakers for EDI activity until April 2020.

School of Engineering and School of Computer Science EDI activity highlights included;

- The 4th workshop of the Irish Network for Gender Equality at National 3rd Level Institutions for Computing (Ingenic) was jointly hosted by NUI Galway and GMIT at NUI Galway in 2019. Representatives from IT Carlow, GMIT, NUIG, IADT Dun Laoghaire, Letterkenny IT, Sligo IT, TU, Dublin Campus, Limerick IT, UCC, TCD, and Dundalk IT attended.
- Engineers Week 2020 'Who wants to be a superhero?! Science and Engineering shows hosted for 350 primary school children organised by Dr Magdalena Hajdukiewicz and Dr Jamie Goggins in collaboration with Engineers Ireland STEPS programme. An Engineering Our Future: Family Fun Day organised by Dr Magdalena Hajdukiewicz, Dr. William Finnigan and Dr Jamie Goggins also attracted approximately 1400 visitors.
- College scholarships for 2 engineering students to attend the International Summer Academy in Engineering 4 Women at the University of Applied Sciences Upper Austria. The Academy hosts female students from 15 different countries during a two and a half week intensive programme combining theory with hands-on practical experience in engineering, informatics and natural sciences. In a highly competitive process, 6 NUI Galway students across engineering and science have availed of scholarships to attend the Academy since 2017.
- The Transition Year Civil Engineering three-day programme organised by Dr Indie Olbert in partnership with Arup Consultancy with 44 students (41% female) from 21 schools participating.
- Boston College, USA, Scholarships providing access to a unique international university campus week-long experience to encourage a sense of belonging were offered to 9 Graduates of the NUI Galway Youth Academy outreach programme.



Civil Engineering Transition Year event, 2019



International Summer Academy in Engineering 4 Women at the University of Applied Sciences Group 2019.

Data Science Institute EDI activity highlights included;

- Awareness Talks.
- Researcher Development: Sinead Beacom, Head, Researcher Development Centre.
- Unconscious Bias Training: Aoife Cooke, Head of Equal Opportunities.
- LGBTQ+ Pride: Bianca Pereira and Brendan Smith DSI and Morgan Queeney, Student's Union Gender and LGBT+ Rights Officer.
- Multicultural Month.
- Advocacy: Paid student maternity leave - included in the agenda of multiple fora: SFI Gender Equality presentation at NUI Galway, Athena SWAN Practitioner's Network, NUI Galway's Values consultation, NUI Galway's Strategy discussions.
- 2020/21 plans include;
- Collaborations with Johnson & Johnson on their WiSTEM2D (Women in Science, Technology, Engineering, Math, Manufacturing and Design) initiative which supports women in STEM2D fields.
- Chartered Institute of Logistics and Transport in hosting a conference on Diversity in Supply Chain.

- The School of Engineering and School of Computer Science are working to submit a joint Athena SWAN Silver application in 2021.

Schools of Chemistry, Maths, Natural Sciences and Physics EDI Highlights

Former Vice Dean for EDI College of Science: Dr Niall Madden

All four schools now have active Athena SWAN SATs, three of which were established in the past 12 months. All four schools plan to submit applications for Athena SWAN awards in 2020. Preparing these applications, and their Equality Action Plans, has been the primary focus of school-based activities this past year.

This effort has complimented regular events and activities that seek to make our schools more inclusive. These include;

- Open Education for Accessibility and Affordability: a seminar jointly hosted by the College, Students' Union and the Hardiman Library examining the barriers to full involvement in higher education, and promoting the use of Open Textbooks and related resources to tackling these challenges
- Fostering Inclusion and Teaching Equality in a Modern Physics for Engineers Course: a seminar by Dr Jessica Hoehn (University of Colorado Boulder) hosted by Dr Jessamyn Fairfield, School of Physics, 9 March 2020.

College of Medicine, Nursing & Health Sciences

Vice Dean for EDI and Wellbeing: Dr Sinéad Lydon

CMNHS EDI Structures:

EDI governance and structures have developed significantly in the CMNHS over the current academic year. The College appointed its first Vice-Dean for Equality, Diversity and Wellbeing in September 2019 (Dr. Sinéad Lydon) and an Equality and Diversity Project Manager (Ms. Tonya Watts) in February 2020. This team is working together, in collaboration with college leadership, to establish a college action plan and priorities in relation to EDI and to deliver on an ambitious agenda that improves



*Dr Sinéad Lydon,
Vice Dean EDI &
Wellbeing*

working and studying conditions for all staff and students. Correspondingly, the College has provided dedicated funding to support work focused on EDI and wellbeing.

The membership of a CMNHS Equality, Diversity, Inclusion and Wellbeing committee is being finalised, and will be operational by AY 20/21. The committee will comprise a representative group of staff and students that will focus on determining how best to engage with the College community on matters of EDI and wellbeing, prioritisation of actions to ensure impact for the College community, overseeing the implementation of the University's EDI action plans locally, and leading on novel initiatives relating to EDI and wellbeing. While work in the CMNHS to-date has been largely focused on gender equality, this committee will oversee the introduction of a broader suite of EDI actions to include target areas such as disability, gender identity and sexuality, and race. The Committee will also provide a reporting structure for the School-level EDI/Athena SWAN committees to ensure the College community is working together strategically and effectively.

Wellbeing:

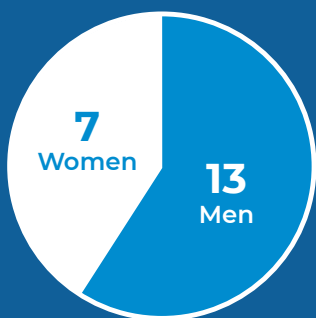
The inclusion of wellbeing as a focal area for the CMNHS is related to the impact of EDI on wellbeing and a recognised need to consider and improve the wellbeing of staff and students. An audit of supports and resources for student and staff wellbeing has been completed within the CMNHS, with information to be collated and made available to staff and students. These data will be considered by college leadership to inform the need for, and nature of, further work in the area. Information and resources pertaining to wellbeing were also collated and circulated to staff and students across the CMNHS during the COVID-19 University closure.

Athena SWAN:

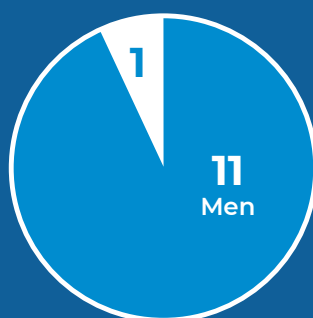
Athena SWAN committees have been established in each of the three CMNHS schools. The School of Medicine are working to renew their Athena SWAN Bronze Award following a successful Bronze Award application in November 2017. The School is continuing to deliver on its existing action plan, with recently completed and ongoing activities including, but not limited to: a 'Humans of Healthcare' Event to coincide with International Women's Day 2020 which showcased the successes and career wisdom of two of our women academic staff; Open houses at the School's research centres to bring together staff; Completion of a Train-the-Trainer course to facilitate the continuation of Active Bystander Training; Increased participation of women as

Changes in numbers/ proportion of women at Senior Levels in the SoM:

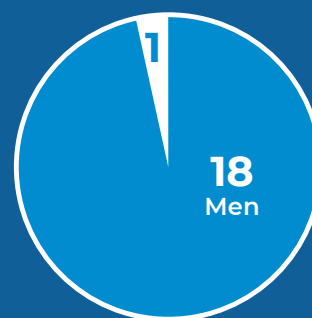
2016 DATA



SENIOR LECTURER

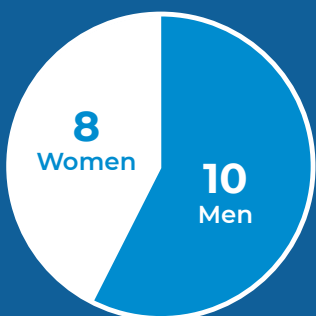


PERSONAL PROFESSOR

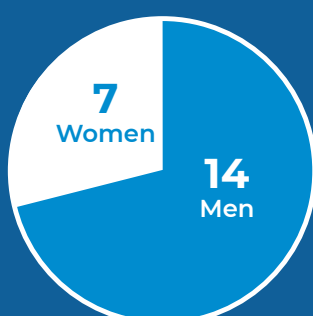


ESTABLISHED PROFESSOR

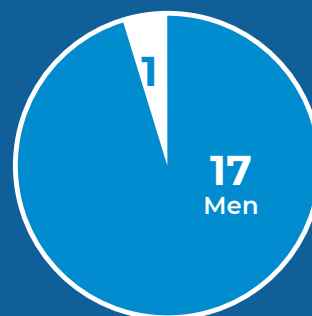
2019/20 DATA



SENIOR LECTURER



PERSONAL PROFESSOR



ESTABLISHED PROFESSOR

speakers in Grand Rounds, and; Expansion of the CMNHS Academic Career Support and Development series. As can be seen in the infographic above, an increased proportion of women at Senior Lecturer and Personal Professor has been documented following the 2018 Bronze Award success. The School committee is in the process of examining further impacts of work to-date and the areas in which improvement is needed.

The School of Nursing and Midwifery and the School of Health Sciences are working on first-time applications for a Bronze Award. These Schools are taking on the challenge of considering gender equality within disciplines that have male underrepresentation. This challenge underscores the importance of gender equality to everyone, as it

is not simply a women's issue. A number of events have been held in these schools to introduce the Athena SWAN framework. Engagement to-date has been excellent, with the School of Nursing and Midwifery documenting a 89% response rate to their culture survey.

The College's Vice-Dean and E&D Project Manager serve as members on each School's Athena SWAN committee. They are working to support the development and success of applications and to ensure that opportunities for collaboration and shared initiatives across the college are identified and actioned.

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

Vice Dean for EDI: Dr Shivaun Quinlivan

Over the past 12 months the Vice Dean EDI has been working on a number of projects.

1. Promote inclusive teaching and learning
2. Progress Athena SWAN in CBPPL.
3. Develop EDI structures in all three schools of the College.

Promoting inclusive teaching and learning:

NUI Galway's HEA Compact commits to supporting the holistic development of our diverse student community. Central to this commitment is the well-being of students and their sense of belonging within their learning community. Inclusion supports a more beneficial educational experience for all students. To support these objectives the Vice Dean EDI, in conjunction with Dr. Lucy-Ann Buckley and the Students Union have progressed the second year of the CBPPL's flagship project on Inclusive Teaching and Learning. That project has gathered data (surveys, focus groups and interviews) over two years to assess the student experience. In the academic year of 2019-2020 we provided training on inclusive teaching and learning with a particular focus on inter-culturalism. Finally, we were delighted to see the inaugural Dean's Award for Inclusive Teaching and Learning being presented. The Individual Award went to Danielle Martin (Shannon College), the Team Award went to MSc Business Analytics (programme director: Denis Dennehy). In addition as the competition was incredibly close, special mention and joint second place was awarded

to: Ursula Connolly (Law), Celine Ryan (Shannon College) and Noel Carroll (SBE).

Athena SWAN:

NUI Galway commits, in the Athena SWAN Action Plan and also in the HEA Compact, to embed Athena SWAN principles in the culture of the University. To support these objectives, the CBPPL agreed that all three schools would apply and we would start with the School of Business and Economics (SBE). The SBE established a self-assessment team and intends to submit their application in April 2020 round. The School of Law will apply next and have established an EDI Committee with a view to that Committee leading the SAT starting in September 2020.

EDI Structures:

The VD EDI has started to develop EDI structures within the CBPPL. The SBE had a pre-existing Equality Committee so the focus was on the School of Law and Shannon College. The School of Law has established an EDI Committee and has a commitment that membership on this committee will be reflected in the staff members workload from September 2020. Shannon College has agreed in principle to establish the EDI committee, however, the Covid-19 Pandemic has impacted on the start date of this committee. It is intended when all three committees are up and running that a College EDI Committee would be formed and that would consist of the chairs of the relevant school committees.



Dr Shivaun
Quinlivan, Vice
Dean EDI



Ursula Connolly
(Law), Justice Francis
Comerford, Justice
Leona Theron, Justice
Máire Whelan

6. ROUND-UP FROM STAFF NETWORKS 2019/ 2020

University Women's Network

The University Women's Network (UWN) celebrated its 8th anniversary in March 2020 and is proud to report an active and productive year which saw continued growth in membership. In collaboration with the School of Law UWN hosted the second annual Sheehy Skeffington Distinguished Lecture, and welcomed Justice Leona Theron to NUI Galway on 27th September 2019. From very humble beginnings Ms Justice Theron rose to the highest court in the Republic of South Africa. She was born during the apartheid regime in South Africa and began her life in a poor segregated township in KwaZulu-Natal. She studied law at Natal University, and was awarded a Fulbright Scholarship to study in the US. There she completed a Master of Law in Georgetown University in Washington DC and subsequently worked for the International Labour Organisation and for a firm of attorneys in Los Angeles. She returned to South Africa to practice law and in 2017 she was appointed to the Constitutional Court of the Republic of South Africa. Her journey has been an incredibly inspirational one. Justice Theron is also an inspirational justice. She is well known for a number of leading judgements and, in particular, for her defence of women's rights. As one example, she provided a powerful dissent against the reduction of a sentence of a convicted rapist in the Nkomo case – in that dissent she stressed the necessity for the courts to send a clear message to the community that they are determined to protect the equality, dignity and freedom of all women. Justice Theron spoke to the topic of equality and asks "Is the new South Africa's promise of true equality a reality or a still a dream?" She ended this inspirational paper with a personalised rendition of the beautiful Maya Angelou poem, "Still I Rise."

The purpose of the Sheehy Skeffington Distinguished Lecture Series is to acknowledge the courage and the persistence shown by Micheline Sheehy Skeffington in speaking about the injustice shown to women here at NUI Galway. It is hard to speak truth to power, it is arguably so much harder to do it when that power includes your friends, colleagues and your employer. In doing what she did Micheline changed this university, but much more significantly she and the five women who followed her impacted the whole Irish Higher Education Sector, to all our benefit.

The School of Law and the University Women's Network, want to allow our university to continue to benefit from this legacy. The lecture series celebrates people who have shown the courage to call out injustice and who stood their ground against adversity. In light of this Justice Theron was an apt choice of speaker.



*Shivaun Quinlivan,
Justice Theron,
Micheline Sheehy
Skeffington, Rachel
Hilliard*

LGBT+ Network

The LGBT+ Staff Network has had a busy and successful year. On the 13th of August, members of the LGBT+ Staff Network, staff and students walked behind the NUI Galway banner during the annual Galway Pride March through Galway city centre. This was followed on the 9th of December, by a hosted lunchtime event in the O Donoghue Centre for Theatre, Drama and Performance, during which Ailbhe Smyth spoke on the theme of 'Queerness on Campus - Universities as Vehicles for Change'. On the 3rd of March 2020, the NUI Galway LGBT+ Staff Network highlighted and celebrated the fact that women are leading the majority of our local and national LGBT+ organisations. We hosted a panel discussion on "Women and Leadership in the LGBT+ Community" in James Hardiman Building and were joined by Lisa Connell (Managing Editor, Gay Community News), Aoibhinn Keighron (Chairperson, Galway Pride) and Sharon Nolan (Coordinator, Bi+ Ireland).

In another positive development the Network applied for and received funding from the OVPED for a pilot project entitled Mapping LGBTQ+ Lives at NUI Galway which aims to explore the role NUI Galway and others played in LGBT+ activism and cultural life in Galway and the west of Ireland. This project has just begun and it is hoped that data collection will soon begin, subject to COVID 19 restrictions.

Continuing our activities in
Covid-19 crisis – LGBT+ Coffee
morning – Monday April 6th 2020



By January 2020 members of the Development Steering Group had volunteered for leadership roles in the newly formed Executive Committee. The Executive moved forward with leading the ISN toward a formal launch in March 2020 however due to the Covid-19 pandemic the formal launch event was postponed. The Executive are hopeful that a launch event to bring together and celebrate international staff can take place in the new academic year.

In the meantime the Network launched virtually on 7th May, with a **message of welcome and support from the President Ciarán Ó hÓgartaigh**, and wish to encourage all international staff members to register their membership and connect with the Network. Although the Network has not celebrated its formal existence yet, thanks to the sustained work and vision of our committed international members of staff, the ISN is constituted and working hard to engage with NUI Galway colleagues in the realization of our shared values of respect and openness. This network began with the intent to provide a clear voice and vision for inclusion and representation at NUI Galway. As we move forward our key objectives are:

- To protect and promote the interests of international staff at NUI Galway.
- To create an inclusive environment for staff of all nationalities at NUI Galway.
- To facilitate social and professional networking for international staff.
- To advocate and raise awareness of issues concerning international staff.
- To contribute to a culture of diversity, inclusivity and equality, both at NUI Galway and in the broader societal context, and to facilitate NUI Galway in the same.



Women's Leadership Panel with Caroline Loughnane, Aoife Cooke, Prof Carmel Malone, Prof Anne Scott, Dr Orla Flynn (President, GMIT), Prof Laoise McNamara

International Staff Network (ISN)

During the 2019/20 academic year, the development of a network for international staff members at NUI Galway has taken shape and progressed. On May 28th, 2019 the first networking meeting for international staff and friends was held. This event included a panel discussion which opened up the challenges and opportunities of internationalisation. In June 2019 an expression of interest in joining in the development of this network was sent to all staff, with over 70 responding and 23 taking a leadership role in a Development Steering Group.

In July 2019, the Development Steering Group undertook a short survey of those who had expressed interest in the network to determine what staff identified as the main aims of the network. Intercultural awareness and equality of opportunity and resources were clear needs, along with the social supports that a staff network can provide. A sub-group then began working on a constitution to outline the aims and objectives of this new network. In November 2019, the ISN Constitution was approved by member vote and the network was formally constituted.



Dr. Srinivasan Raghavendran, Tonya Watts, Dr Dinali Wjeratne, Aoife Cooke, Prof. Anne Scott

7. GENDER PAY GAP REPORTING YEAR 2

The OVPED, with the support of the UMT, initiated the Gender Pay Gap Project (GPG) in NUI Galway and reported our first GPG for 2018 payroll data in the 2018/19 EDI annual report.

A working group comprised of members of the OVPED, Ms Nicola McNicholas and Dr Niall Madden worked with external consultants, PwC to prepare the GPG report for 2019 based on payroll data from March 2019. PwC have been engaged to work with the University to conduct an annual pay gap analysis for the coming 2 years and to advise on the likely national reporting requirements, in readiness for the time when annual GPG reporting becomes a legal requirement in Ireland. NUI Galway has committed in Strategy 2020-2025 to significantly narrowing the pay gap over the life of the strategy.

The GPG is designed to capture the extent to which women are represented evenly across an organisation, in salary terms. It is the difference in the average hourly pay of women compared to men in a particular organisation, regardless of the work, role or seniority.²

The GPG should not be confused with the concept of equal pay for equal work (pay parity). Though issues of pay parity do feed into pay gap so do other important elements such as workforce composition and stratification. A review of average earnings for academic staff has been carried out in the University, as part of our Athena Swan Bronze application, and the results demonstrate clearly that NUI Galway does not have a pay parity issue.

NUI Galway, as one would anticipate from our profile and akin to many Irish institutions and many universities internationally, has a significant gender pay gap.³ However we are pleased to report a 2% improvement in our GPG since we reported last year.

Gender Pay Gap, NUI Galway: March 31st 2019 Data.

Mean gender pay gap is 17.9%, Median gender pay gap is 12.0%

CATEGORY	MEAN GAP	MEDIAN GAP
2019	17.9%	12.0%
2018	20.0%	18.4%

NUI Galway v UK Third Level Institutions – The mean pay gap is 15.1% across the 228 HEIs in the UK as reported by the THES in February 2020. The median pay gap across the 228 institutions is 14.8%.

The improvement in the gender pay gap in NUI Galway is evident across the three broad staff categories:

CATEGORY	MEAN GAP	MEDIAN GAP
Academic 2019	21.3%	5.9%
Academic 2018	23.2%	11.8%
Support Services Staff 2019	12.8%	10.2%
Support Services Staff 2018	14.4%	16.8%
Research 2019	6.7%	0.0%
Research 2018	7.6%	0.0%

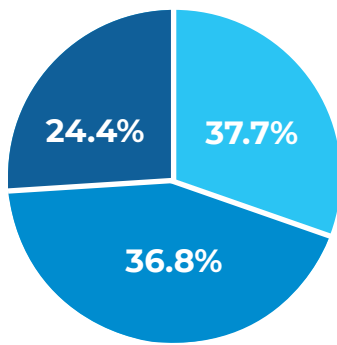
The pay gap is calculated based on the 2,316 employees, across all categories of staff in NUI Galway.

²For staff on hourly rates the actual rate is used in the GPG calculations. For those staff not on hourly rates the hourly rate is based on annual salary divided by 52 (weeks) divided by the relevant hours per week as per staff category contract.

³Gender pay gap reporting involves the reporting of both the mean and median pay gap. The mean gender pay gap is an average. It is calculated by adding up the salaries/earnings of all male and female employees and dividing it by the number of employees. The pay gap is the difference between the mean (average) figures for men and women, which is reported as a percentage of the salary/earnings of men. The median gender pay gap is calculated by listing all male and female employees' salaries/earnings from highest to lowest and comparing the number that sits in the middle for each gender. The mean pay gap is the figure that is most widely reported. The median pay gap figure is used to smooth out exceptions – where one person earns far in excess of the rest of staff.

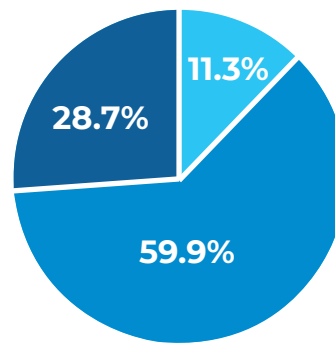
NUI Galway Staff by category, contract type, status (March 2019)

EMPLOYMENT ENTITY



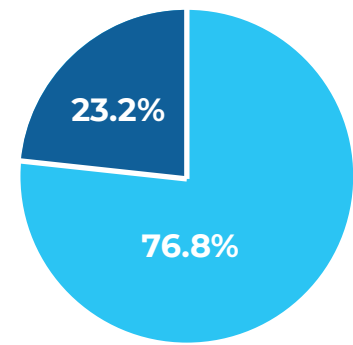
■ Academic
■ Admin
■ Research

CONTRACT TYPE



■ Indefinite
■ Permanent
■ Temporary

EMPLOYEE STATUS




■ Full Time
■ Part Time

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

- Promotions Project focused on both Senior Lecturer and Personal Professor promotions – will support up to 15 women per year x three years in preparation for promotions.
- Careful monitoring of application pools and shortlists for all senior posts, professional and academic. This involves targeting a minimum of 30% female candidates in applicant pools for all posts and 50:50 in shortlists for all senior posts – from the beginning of academic year 2019/20.
- Introduction of a rolling promotions process for promotion to Senior Lecturer and Personal Professor (with two submission points annually) commenced in December 2019.
- Reintroduction of Associate Professor Grade to NUI Galway is planned for August 2021.
- Research grants for returning academic carers' and the Athena SWAN research capacity building grants (up to 10 per year) have been available since AY 2016-2017 and are now well established.
- Monitor applications to and outcomes from the Retention Scheme by gender with annual reporting to Academic Council, EDICC and Údarás na hOllscoile from June 2019.
- The Director of HR is engaging with peers across the university sector to progress a sectoral approach to the development of a Job Evaluation Framework for Administrative Staff/Technical staff. This continues to be a key issue for the Irish university sector since the Employment Control Framework prohibited promotions for administrative staff/technical staff.
- Supports for career and leadership development – the Aurora Leadership Development programme is available for up to 20 women per year from all staff categories. Career development, mentoring and/or coaching programmes are available to all NUI Galway staff.
- A working group led by HR on Precarious Employment – sorting out the present and planning for the future.
- The competency framework for administrative grades is in the pilot planning phase. HR expect to roll this out in AY2020-2021.
- Training programmes for administrative grades, i.e. Grades 2 – 5, to develop their skills for future roles.

NUI Galway has committed to annual audits and reporting on the GPG.



Dr Niall Madden, former Vice Dean EDI, College of Science and member of the NUI Galway GPG Steering Group

8. AURORA PROGRAMME EVALUATION (2015-2019)

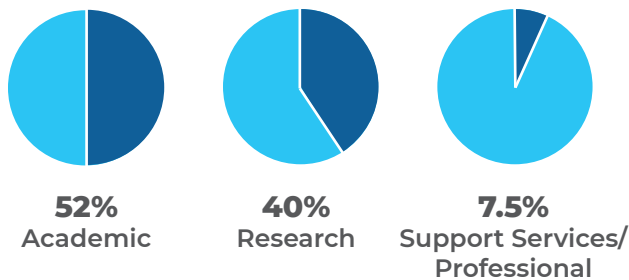
Lennita Ruggi, PhD candidate, Centre for Global Women's Studies



Between August 2015 and August 2019, NUI Galway supported 75 women to participate on the Aurora programme. Aurora is a women-only leadership development programme for women up to Senior Lecturer level or professional services equivalent, who are interested in exploring the avenues to leadership in higher education. The programme was established by Advance HE to address the persistent under-representation of women in leadership positions in higher education.

In December 2019, participants were invited to respond to an anonymous survey to evaluate their experience and provide an evidence-based approach to understand if, and to what extent, participation on the programme encouraged and/or supported women in NUI Galway to pursue a leadership opportunity. The survey received 41 responses.

Respondents by Staff Category



Of the respondents, 92.5% were permanent staff members, 97.5% worked full-time, and 80% had worked in NUI Galway for more than 10 years. The majority (88%) were aged between 36 and 55 and 79% were native English speakers.

Most respondents (80%) were Irish, 14% from other European countries and 5% from non-OCDE countries. In terms of ethnicity, 82% of respondents self-described as white, Irish, Caucasian or European and the remaining 18% of participants preferred not to respond to this question. 90% of respondents identified as heterosexual, less than 1% identified as

bi-sexual while 7.5% preferred not to disclose their sexual orientation. Less than 1% of respondents declared to have a disability and less than 1% identified as transgender. Eighty percent (80%) of respondents reported having one or more caring responsibilities.

The Aurora Programme was generally well evaluated by participants:

- 72.5% agreed the program successfully responded to their leadership challenges (compared with 22.5% who disagreed and 5% who preferred not to respond).
- 65% agreed that participating in the Aurora programme was important or very important to their career goals. Respondents' answers to the question related to benefits acquired by participating in the programme highlighted 'Increased self-confidence', 'Expanded network', and the development of 'Leadership behaviours, skills and knowledge', options chosen by more than 50% of respondents.
- Most respondents (83%) considered attending an externally facilitated leadership programme to be either beneficial or very beneficial, although in some cases research staff experienced a lack of support from their schools in terms of support for travel costs.
- 87% of respondents stated they have pursued leadership opportunities since their participation in the Aurora programme, whereas less than 5% have not done so. Amongst those who did not, 15% cited a lack of opportunity, 8% cited lack of time and less than 5% indicated personal reasons. No respondent cited a lack of confidence as a reason for not pursuing leadership opportunities.
- Participants reported institutional leadership challenges as more challenging than individual leadership challenges and stated that the offer of further leadership training would be welcomed.



*Lennita Ruggi,
PhD Candidate*

9. SENIOR ACADEMIC LEADERSHIP INITIATIVE (SALI)

The SAL Initiative run by the Higher Education Authority (HEA) on behalf of the Department of Education and Skills was launched in June 2019.

A key objective of the initiative is to attract outstanding female applicants 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.

Following a competitive process based on the first of 3 annual calls for applications from HEIs, the HEA approved 2 senior academic leadership posts for NUI Galway in the areas of Engineering and Older Adult Health to assist in accelerating gender balance at senior levels and help achieve equality of outcome in the higher education sector.

These posts are new and additional to NUI Galway and the sector, and they will be funded through new and additional funding provided by the Department of Education and Skills (DES) specifically to help progress gender balance among academic staff at senior levels. New and additional senior academic leadership posts have been funded in areas where:

- there is clear evidence of significant gender under-representation;
- where this appointment will have significant impact within the faculty/department/functional unit and the HEI;
- where they would be a proportionate and effective means to achieve accelerated and sustainable change within an institution.

Applications were assessed by an International Expert assessment panel consisting of 10 members, each with gender equality expertise, as well as broad disciplinary and strategic level expertise.

The Assessment Panel arrived at an overall judgement of standard and made final recommendations to the HEA. In order to have national and sector-wide impact in line with the stated objectives of the initiative, the Panel recommended that a maximum of two posts per HEI be funded. The aim of this recommendation was to ensure that an institutional and geographical spread was achieved to assist in accelerating gender balance at senior levels across the Irish HE system. In securing the posts of Established Professor of Engineering and Professor of Older Adult Health and Consultant Geriatrician, under this initiative, the Assessment Panel noted that,

“NUI Galway is very much moving rapidly in the right direction with much enthusiasm. The applications show both great progress and critical reflection, with many references to the Gender Action Plan. Not only are many recommendations from the HEA Expert Group completed, additional measures have also been implemented. The leadership team has demonstrated a great deal of commitment and has paid careful attention to the crucial pinch points in career progression.”

Mairead Nayager, Human Resources Director, Diageo plc., speaking at the NUI Galway/ Athena SWAN Women in Leadership Annual Seminar, October 2019.



10. UPDATE ON EQUALITY, DIVERSITY & INCLUSION CAMPUS COMMITTEE (EDICC) WORK PROGRAMMES

Disability

The Staff Guide to Disability in the Workplace was finalised and rolled out to staff members in AY 2019/20.

Disability awareness training to support the roll out of the staff guide commenced in February 2020. The training is for all staff and in particular, any staff member who has a responsibility for another staff member i.e. line managers and principal investigators (PIs).

A cross campus Accessibility Forum was established in 2019 with representatives from the Student's Union, Impact Society, Disability Support Service, OVPED and Buildings & Estates. The forum met 3 times during the year to provide a multi-disciplinary response to access issues arising on campus.

Access Work Stream

NUI Galway has taken a leading role in widening participation in higher education in Ireland over the last two decades, particularly as a pioneer in the development of access programmes. Whilst the positioning of Access in the University's structure has changed over time, its importance as a core component of NUI Galway's equality, diversity and inclusion agenda is constant. The establishment of the Access work stream greatly supports the University's efforts to take a systematic and strategic approach to mainstream our widening participation agenda. NUI Galway's Shared Vision, Shaped by Values details specific actions associated with this goal including flagship actions for 2025 on access and inclusion, particularly in the core values of an Open and an Excellent NUI Galway.

The Access Centre (AC), the Centre for Adult Learning and Professional Development (CALDP) and Colleges will make a leading contribution to these goals; however a cross-institutional approach will provide the leadership and strategic focus to embed the goals of widening access and participation for students into all aspects of the University's work.

The Access Working Group met for the first time in February 2020. The inaugural meeting included substantial input from Dr. Neil Spears, University

of Edinburgh (UoE), with a focus on the societal issues and structures of inequality addressed by UoE; including how and where this work sits strategically and aligns with the values of the university. This input set a context and enabled the Working Group to establish priority action areas for the coming year.



*Dr. Neil Spears,
University of
Edinburgh*

Gender Equality: NUI Galway delivers on Gender Equality AY 2016/17 – AY 2019/20

Key actions to promote gender equality are presented under 4 broad categories; Leadership & Governance, Policies & Procedures, Capacity Building & Training and Monitoring & Implementation.

Leadership and Governance

Since 2016, NUI Galway has established robust governance structures to provide leadership, responsibility and oversight of gender equality and diversity:

- VP for Equality and Diversity appointed in 2016
- OVPED established with 2 full-time staff members
- 3 institutional committees with an equality focus: EDICC, EDIC, Athena SWAN institutional SAT.
- Vice-Dean for Equality, Diversity, and Inclusion in all Colleges
- Gender Equality Action Plan (GEAP) in place since September 2016, second GEAP approved June 2019
- External Advisory Group: Annual visits - reports to UMT and Údarás na hOllscoile
- Requirement for gender balance of committees, recruitment and promotion assessment panels and working groups (min. 40% men and women). Gender balance on committees is audited and reported annually.

2019 Audit Findings:

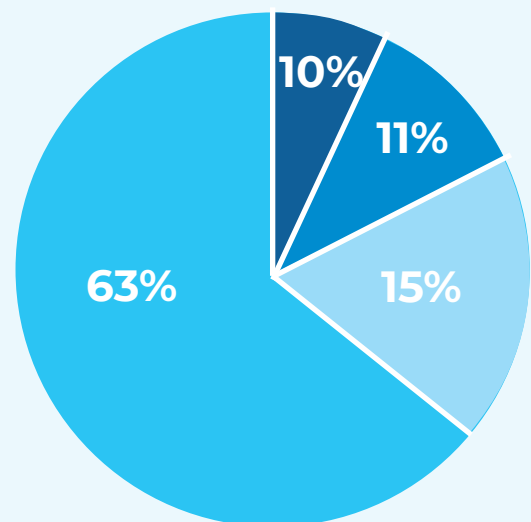
COMMITTEE MEMBERSHIP AS OF AUGUST 2019	FEMALE	MALE
Governing Authority (Údarás na hOllscoile)	44%	56%
Academic Council	46%	54%
UMT	40%	60%
Support Services Directors Forum	55%	45%
Chair of Committees (for 107 central/college/school committees)	44%	56%



COMPLIANCE WITH GENDER BALANCE

98 College/ School Committees

- 0-20%
- 21-30%
- 31-39%
- 40-60%






Policies and Procedures

Via the implementation of enhanced policies and procedures, staff have been supported to achieve equality of opportunity in relation to promotion and recruitment:

- Gender-balanced interview boards (min. 40% men and women).
- Monitoring of gender balance in applicant and shortlist pools for recruitment and promotion.
- Caring related leave is appropriately discounted in promotion schemes to alleviate disadvantage.

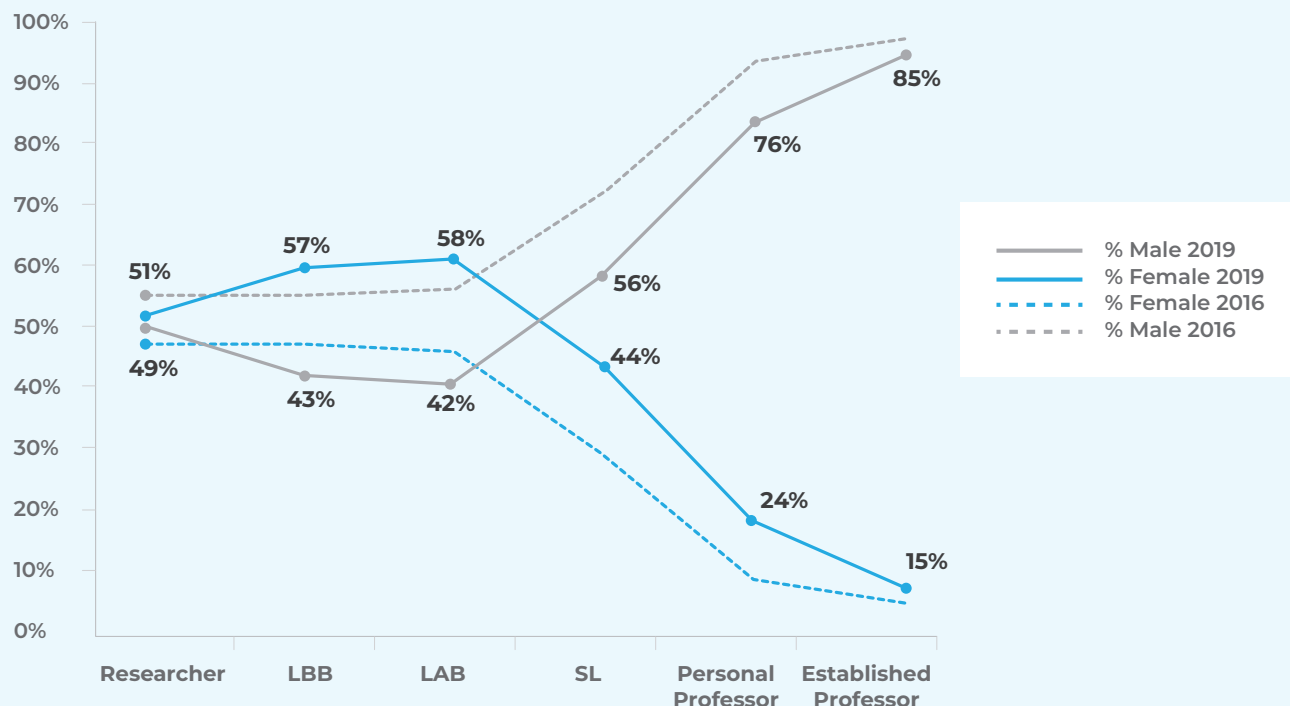
ACADEMIC RECRUITMENT 2019

	FEMALE 	MALE 	FEMALE % 
PROFESSOR			
No. of Applicants	47	150	24%
No. Successful	3	3	50%
PERSONAL PROFESSOR			
No. of Applicants	28	83	25%
No. Successful	4	1	80%
SENIOR LECTURER			
No. of Applicants	27	52	34%
No. Successful	3	3	50%
LECTURER			
No. of Applicants	411	609	40%
No. Successful	38	21	64%

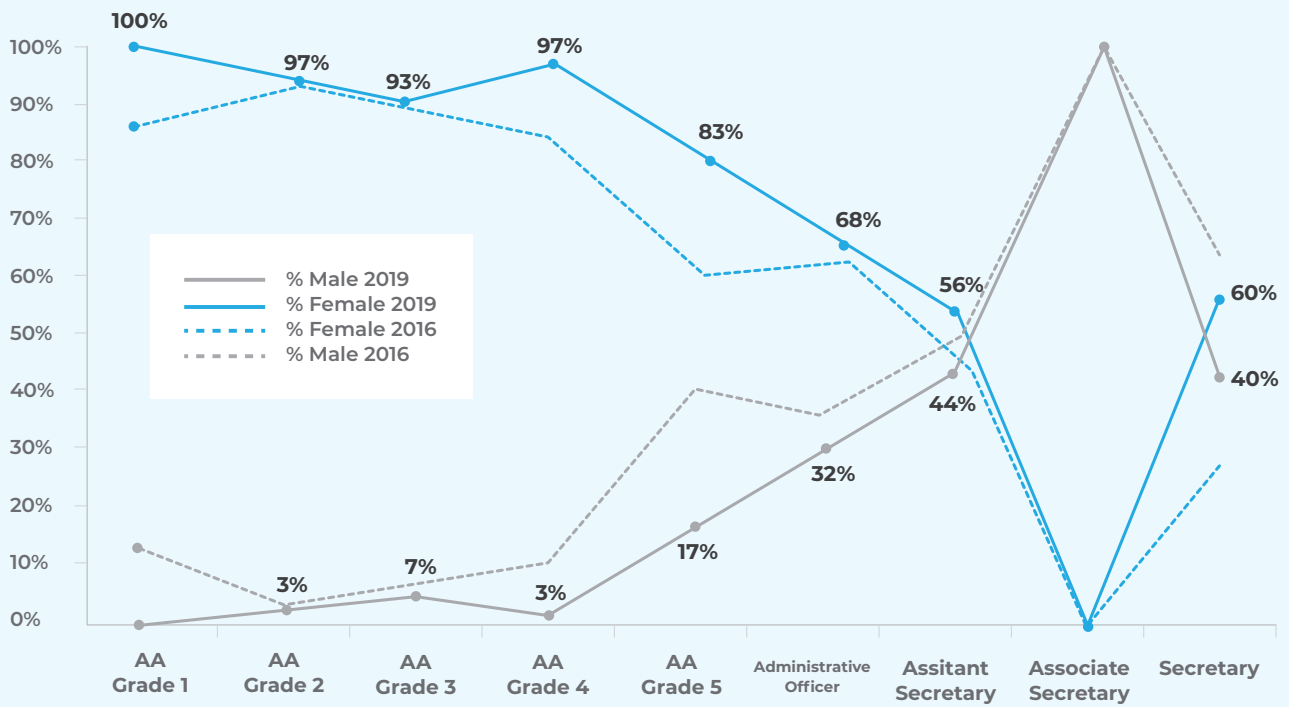
The impact of these measures on academic promotion and recruitment campaigns since 2016 has resulted in greater representation of women in senior academic grades.

The proportion of women at Senior Lecturer grade has improved from 33% to 44% while the proportion of women at the Personal Professor grade has improved from 16% to 24%. Overall, women currently represent 20% of the Professoriate (EP & PP).

ACADEMIC CAREER PIPELINE 2016-2019



ADMINISTRATION CAREER PIPELINE 2016-2019



GEAP 2 TARGETS

GRADE	2020	2022	2024
Professor (EP & PP)	25%	26%	28%
Senior Lecturer	45%	47%	50%
Associate Secretary	20%	30%	40%
Chief Technical Officer	10%	20%	25%
Librarian	42%	45%	50%
Buildings & Estates	Established Active Apprentices Programme		

While NUI Galway is pleased to point to significant progress over the past 4 years, it is clear that achieving gender equality will require sustained effort and commitment. Through the GEAP 2, NUI Galway has established targets for representation

of women at various grades over the next 5 years. In Professional Services the Associate Secretary grade is the only grade with a lack of female representation.

Capacity Building and Training

- 92 women from all categories of staff have been supported to participate in the Aurora Women-only Leadership Development programme to-date.
- Increased visibility of female role models through marketing, student events, and building/space names.
- 18 women have applied for and received the Research Grant for Returning Academic Carers, valued at €10,000 each.
- 27 women and 2 men have received the Athena SWAN Mid-Career Lecturer Research Capacity Building Grant, valued at €5,000 each.
- Academic Career Development Workshop initiated in 2019, open to all academics at Lecturer and Senior Lecturer level – first session on May 30th 2019 with 40 participants. The second workshop ran on December 6th 2019 and was attended by 28 participants. The third workshop scheduled for April 20th 2020 has been postponed to November due to Covid-19 restrictions.
- Researcher Development Centre established in 2018.
- All members of Recruitment and Selection Boards attend unconscious bias training.

Monitoring and Implementation

The OVPED is driving gender equality through the implementation of a comprehensive gender equality action plan (GEAP) and the development of systems to collect and analyse data.

The second gender equality action plan (GEAP 2) was approved by Údarás na hOllscoile in June 2019. This integrated action plan includes outstanding actions from GEAP 1, the NUI Galway Athena SWAN Action Plan, all outstanding actions from both the HEA Review Report (June 2016) and the Ministerial Action Plan on Gender Equality (November 2018). At this point in time, implementation of the action plan is progressing with most of the actions complete or in progress and on time. A progress report on implementation of GEAP 2 is uploaded to the OVPED website every two months and progress can be monitored at the following link: http://www.nuigalway.ie/media/equality/files/GEAP2-2019-2020-March-24th-2020-update_FINAL.pdf

Athena SWAN Update

NUI Galway currently holds a bronze Athena SWAN institutional award which is valid until April 2021. A bronze institution award recognises that NUI Galway

has demonstrated a solid foundation for eliminating gender bias and developing an inclusive culture that values all staff.

The institutional SAT was reconstituted in 2019 to prepare a new submission for accreditation under expanded charter criteria. This recognises work undertaken in all academic disciplines, in professional and support roles, and for trans staff and students. The charter now recognises work undertaken to address gender equality more broadly, and not just barriers to progression that affect women.

With a view towards Silver accreditation by 2025, the University is supporting 10 school level SATs to apply for departmental awards in 2020.

The SAT continue to oversee the implementation of the Athena SWAN action plan.

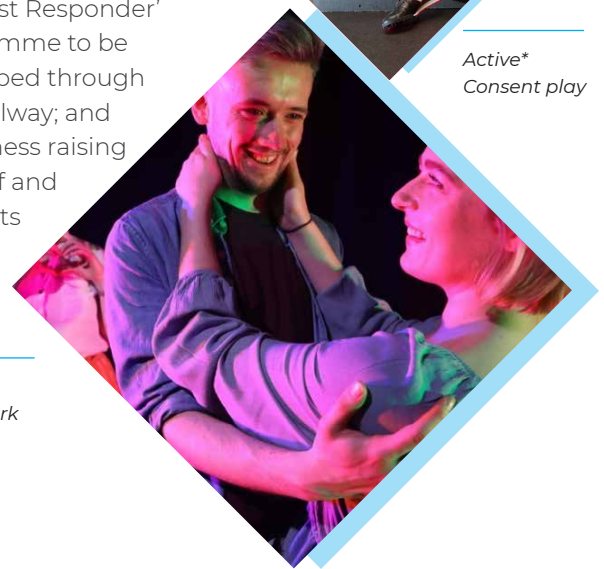
Working Group in Consent Framework Implementation

Work is progressing on the implementation of the Framework for Consent: Safe, Respectful, Supportive and Positive Ending Sexual Violence and Harassment in Irish Higher Education Institutions [\[click here for report\]](#).

The IUA has recently approved guidance for the sector in this regard. The VP for Equality and Diversity has served as a member of the IUA working group progressing this initiative. NUI Galway is also leading or involved in a number of projects assisting in implementing the Framework for Consent. This includes a project on consent programming which involves consent education at First Year level, using established workshops and facilitator training programmes; training for key staff and students through the 'First Responder' programme to be developed through NUI Galway; and awareness raising for staff and students



Active*
Consent play



Consent
framework
drama

through traditional methods such as posters as well as through social media and internet-based strategies. A second project is the 'Report and Support' programme which will involve the procurement and tailoring of a new reporting tool which will enable students and staff to make anonymous reports concerning harassment and sexual violence. It is anticipated that this tool will become available within the new academic year.

Fourth Visit of the External Advisory Group (EAG) on Gender Equality, May 1st 2020

The fourth annual visit of the EAG was scheduled for May 1st. This year, due to the COVID-19 crisis the EAG visit took place virtually using Teams 365. The EAG provides ongoing independent expert advice and guidance to the University on the implementation of the recommendations of the NUI Galway Gender Equality Task Force, via the implementation of GEAP 1 and GEAP 2. Additionally, they provide assurance to UMT and Údarás na hOllscoile with regards to the implementation of the GEAP and advice on new developments internationally on this important agenda.

Current members of the EAG are:

- Professor Jane Grimson, TCD, Ireland
- Professor Tomas Brage, Lund University, Sweden
- Professor Lesley Yellowlees, University of Edinburgh, UK
- Professor Paul Walton, University of York, UK



Prof. Paul Walton



Prof. Tomas Brage



Prof. Jane Grimson



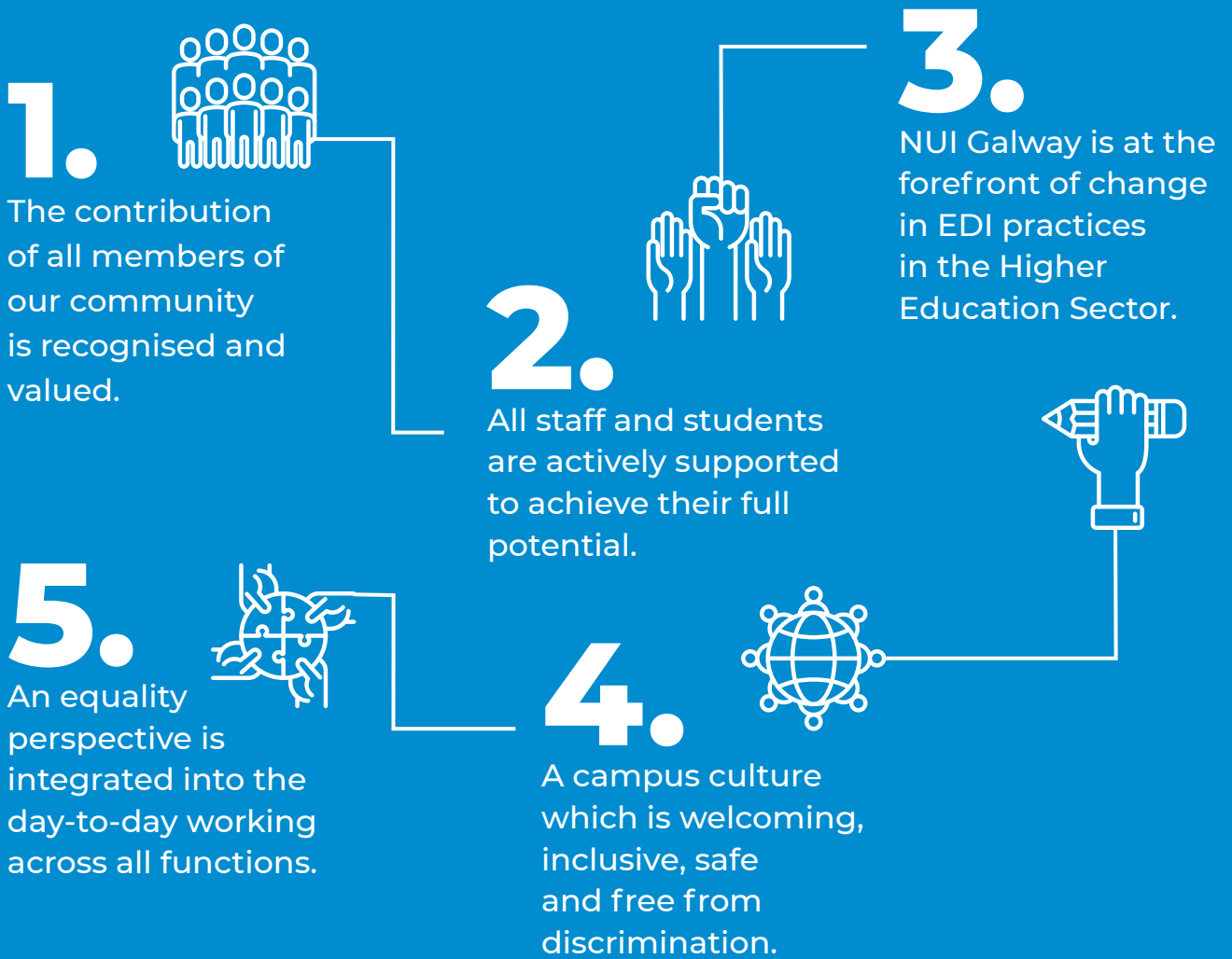
Prof. Lesley Yellowlees

11. EDI STRATEGIC PLAN

The OVPED initiated consultation on the development of the first EDI Strategic Plan in September 2019. Engaging with a wide variety of stakeholders including Vice-Deans EDI, EDICC, members of EDIC and the Student's Union, the EDI strategy articulates our commitment and plans to

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

The following goals will inform that mission:



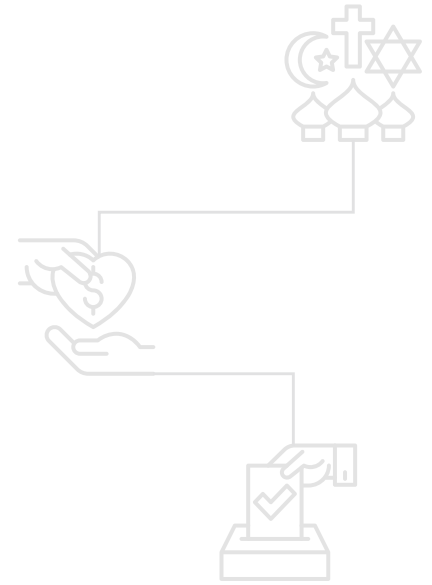
The EDI strategy is closely aligned with the university strategy 2020-2025 which is built on a foundation of core values that define NUI Galway's purpose and priorities: respect, openness, sustainability and excellence.

The EDI Strategic Plan will be finalised in June 2020 and implementation will commence in AY 2020/21.

12. EQUALITY IMPACT ASSESSMENT

Equality Impact Assessment Pilot 2019-2020

The Equality Impact Assessment (EIA) Guidance and assessment tool was approved by UMT and Údarás na hOllscoile in June 2019. The intention is that this EIA approach will be used as part of the development of all new policies, and in the review of existing policies, in NUI Galway. The need to engage in an equality impact assessment of our policies and practices is linked back to a recommendation in the NUI Galway Gender Task Force Report. It is also consistent with the values and approach in our new strategic plan and underpinned by the Public Sector Equality and Human Rights Duty. We are piloting the EIA tool this academic year - with 11 new policies to date equality impact assessed.



Údarás na hOllscoile member, Owen Ward, recently appointed to the Government's new Anti-Racism Committee

13. GOALS FOR ACADEMIC YEAR 2019-2020

a. EIA pilot evaluation

b. Implementation of EDI strategic plan including the development of an action plan.

c. Work programme evolution:

i. Gender: GEAP 2 implementation.

ii. Disabilities: The University acknowledges the needs to enhance the accessibility of services for all; reasonable accommodation for students, built and external environment accessibility, accessible information provision and the employment and retention of staff members with disabilities. The goal for 2020 is to take an holistic approach in the development of an Access Policy and Action Plan. Initial steps will include:

- Awareness raising workshops with key stakeholders.
- Development of a high level accessibility audit report which will inform the development of a 3 year access policy and action plan.
- Consultation on and completion of the action plan.
- Approval of action plan by EDICC in semester 1 of the new academic year.

iii. Access Working group plan includes the following:

- Development of a Widening Participation Strategy (supporting the University's Strategic Plan) and an implementation plan.
- Identification of priority issues and actions pertaining to the University's policies and practices for under-represented student cohorts, in particular:
 - a. School leavers from socio-economically disadvantaged backgrounds,
 - b. Mature students,
 - c. Travellers,
 - d. Adults beginning their higher education journey,
 - e. Students studying on a flexible, part- time basis.



University of
Sanctuary Launch

Mitchelle Dube,
Prof Ciarán Ó
hÓgartaigh &
Obadiah Niyibizi





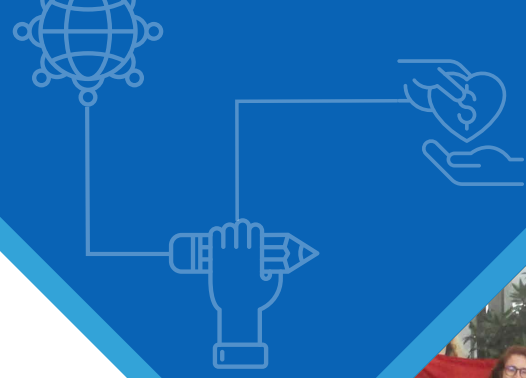
NUI Galway
OÉ Gaillimh

EQUALITY DIVERSITY AND INCLUSION

ANNUAL REPORT
2019/20



NUI Galway
OÉ Gaillimh



COMHIONANNAS, ÉAGSÚLACHT & CUIMSIÚ

TUARASCÁIL
BHLIANTÚIL
2019/20



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BROLLACH



Agus muid ag teacht i dtreo dheireadh na bliana seo a bhí neamhghnách amach is amach is maith an rud é deis a bheith againn an méid sin a nótáil sa bhrollach lenár dTuarascáil Bhliantúil faoi Chomhionannas, Éagsúlacht agus Cuimsiú (BA 2019-2020). I gcaitheamh na bliana acadúla seo a chuaigh thart thugamar faoi chomhairliúchán, dréachtú agus seoladh ár straitéise ollscoile nua Fís i gCoiteann, Múnlaíthe ag Luachanna – straitéis atá bunaithe ar luachanna ina bhfuil ár dtiomantas do mheas agus d’oscailteacht, agus do bharr feabhais agus d’inbhuanaitheacht an-fhollasach go deo. Ar bhealaí go leor, i measc ár luachanna, is é meas an luach is tábhachtaí. Má tá meas againn, eascróidh gach luach eile as sin. Meas orainn féin agus ar a chéile, ar na sárchaighdeán a n-oibrímid leo, meas ar dhaoine eile, ar ár bpobail taobh amuigh de bhallaí na hollscoile agus ar ár n-ollscoil agus ár bpláinéad.

Is é an meas seo atá mar luach againn is bonn lenár dtionscnaimh EDI ar fad in OÉ Gaillimh agus is cuí go bhfuil Oifig an Leas-Uachtaráin Comhionannais agus Éagsúlachta ina ceann feadhna i dtaca leis an luach seo a leabú inár bpobal agus i gcultúr na hollscoile: <https://www.youtube.com/watch?v=aga1Jy1IGLY>

Ó lár an Mhárta tá an domhan ina chior thuathail de bharr ghéarchéim COVID-19. Tá údar maith againn a bheith an-bhródúil as freagra ár bpobail ollscoile le linn na géarchéime seo. Chinntigh ár bhfreagra, a léirigh ár luachanna, gur comhlíonadh ár dtiomantais dár gcuid mac léinn a oiread agus ab fhéidir, lenar áiríodh tacú le mic léinn a mhóthaigh scoite nó leochaileach nó a raibh deacrachtaí lóistín acu, agus ag an am céanna gur fhreagraíomar go dearfach, go solúbtha, agus go scafánta do riachtanais ár bpobail i gcoitinne, lenar áiríodh riachtanais Fheidhmeannacht na Seirbhíse Sláinte. In am an ghátair, níor chlis orainn mar phobal ollscoile.

Tugann an tuarascáil bhliantúil seo léargas ar éagsúlacht ollmhór na ngníomhaíochtaí agus na dtionscnamh EDI atá idir lámha ag pobal OÉ Gaillimh in imeacht na bliana ar fud na hinstiúide agus níos faide anonn. Is mór an chúis chreidiúna agus bhróid í dúinne mar bhaill den Ollscoil. Is mian liom mo bhuíochas a ghabháil le gach aon duine a bhí rannpháirteach.

Mo bhuíochas go háirithe le baill Choiste Comhionannais, Éagsúlachta agus Cuimsithe Champas OÉ Gaillimh, baill Choiste Comhionannais, Éagsúlachta agus Cuimsithe de chuid Údarás na hOllscoile, an Leas-Uachtarán Comhionannais agus Éagsúlachta, agus a foireann, agus na Leas-Déin Chomhionannais, Éagsúlachta agus Chuimsithe i ngach ceann dár gcoláistí. Soláthraíonn na daoine aonair agus na foirne seo an cheannaireacht agus an tacaíocht a thugann slí don phortfóilió fuinniúil mealltach oibre seo oibriú dúinn ar fad.

An tOllamh Ciarán Ó hÓgartaigh

BComm (Gaillimh), DipPrAcc (COBÁC), PhD (Leeds), FCA (Éire)
Uachtarán, OÉ Gaillimh

1. RÉAMHRÁ - PRÓIFÍL FOIRNE, MONATÓIREACHT AR CHOMHIONANNAS

Sonraí ag cur le hÉagsúlacht in OÉ Gaillimh – Cé atá linn?

Tá tábhacht ar leith ag baint le bailiú sonraí chun neamhionannas a aithint, gníomhaíocht a thionscnamh agus dul chun cinn a mheas de réir mar a éilíonn Dualgas Comhionannais na hEarnála Poiblí agus Chearta an Duine agus Plean Straitéiseach EDI OÉ Gaillimh.

D'fhonn teacht ar chonclúidí faoi ghrúpaí foirne agus mac léinn in OÉ Gaillimh, tá sé tábhachtach ar an gcéad dul síos na sonraí cuí a bhailiú. Cé go bhfuil dualgas ar Ollscoileanna na hÉireann sonraí áirithe a bhaineann le comhionannas a chur faoi bhráid comhlachtaí monatóireachta éagsúla (próifíl dénrtha inscne foirne agus mac léinn chuig an ÚAO agus líon na ndaoine faoi mhíchumas atá fostaithe san ollscoil), tá bearnaí suntasacha sna sonraí agus sna struchtúir thuairiscithe atá ann cheana, lena n-áirítear eolas agus taithí na foirne agus na mac léinn go léir.

Anuas ar an méid sin, de réir mar a fhorbraíonn clár oibre EDI in OÉ Gaillimh, tá níos mó spéis á cur i dtrasnachas. Le trasnachas, aithnítear go bhfuil tionchar ag roinnt cúinsí lena n-áirítear aois, míchumas, eitneachas, féiniúlacht inscne, creideamh reiligiúnach, claonadh gnéasach agus cúlra socheacnamaíoch ar fhéiniúlachtaí agus ar staideanna sóisialta daoine. Tá na gnéithe aitheantais seo idirpleách agus tugann siad struchtúr dá chéile. Mar shampla ní bean ar láimh amháin agus duine faoi mhíchumas ar an láimh eile an duine, ach meascán den phéire ag an am céanna. Ní mhaireann na gnéithe aitheantais seo astu féin mar sin ní mór breathnú ar an idirghníomhaíocht idir gnéithe éagsúla aitheantais, mar go bhféadfadh eispéiris mhaireachtála éagsúla a bheith ag daoine aonair i gcomparáid le daoine aonair eile ag a bhfuil ceann amháin nó níos mó de na gnéithe sin, ach nach bhfuil siad ar fad acu.

Is díol suntais é go n-insíonn trasnachas dúinn nach bhfuil grúpaí sóisialta aonchineálach.

Baineann sé seo freisin le hidirdhealú agus le neamhionannas – is féidir leis an bpéire tarlú do dhuine mar gheall ar an meascán áirithe de ghnéithe éagsúla aitheantais, seachas gné aitheantais amháin atá acu¹.

Cuirfidh cur chuige trasnach ar ár gcumas tuiscint níos fearr a fháil ar na deacrachtaí a bhíonn ag ár bhfoireann agus ag ár gcuid mac léinn. Ar an mbealach sin, beimid in ann cuspoírí agus torthaí comhionannais a fhorbairt dár bpobal.

Cad í an chéad chéim eile?

Is í an chéad chéim sonraí foirne a bhailiú ar na naoi bhforas cosanta faoin reachtaíocht chomhionannais. Cuirfidh sé seo ar ár gcumas an méid seo a leanas a dhéanamh:

- bonn fianaise a chruthú do ghníomhaíochtaí, do pholasaithe agus do chleachtas,
- a mheas an bhfuil polasaithe agus cleachtais cothrom agus cóir agus nach ndéanann siad difear thar fóir do ghrúpaí éagsúla,
- slata tomhais a úsáid chun bearnaí i bhfeidhmíocht agus sna torthaí a aithint, cuir chuige a lorg le haghaidh feabhsúchán, agus dea-chleachtas a ghlacadh.

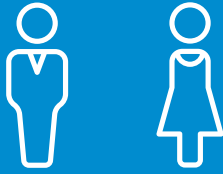
Sa bhliain acadúil 2020/21, meallfar comhaltaí foirne lena sonraí a chur de chúram orainn trí níos mó a insint dúinn faoi ghnéithe dá bhféiniúlacht trí Chóras Féinseirbhíse na bhFostaithe ar CoreHR. Tabharfar an t-eolas seo ar bhonn deonach, faoi rún daingean agus ní bheidh teacht air ach ag baill údraithe d'Oifig an Leas-Uachtaráin Comhionannais agus Éagsúlachta chun críocha tuairiscithe ardleibhéil. Táimid ag súil go gcuirfidh sé ar ár gcumas "... an comhionannas agus an éagsúlacht [a chur] chun cinn san Ollscoil go réamhghníomhach, agus tabharfar aitheantas do thaithí aonair gach duine" agus go leor spriocanna tábhachtacha a mbaint amach i Straitéis 2020-2025.

¹Cur Chuige Trasnach maidir le Taighde agus Sonraí Comhionannais, Ashlee Christoffersen, Taighdeoir, ECU



INSCNE

COMHALTAÍ FOIRNE 2020



COMHALTAÍ FOIRNE ACADÚLA

51% 49%

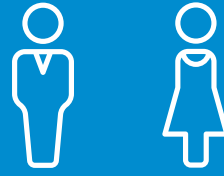
COMHALTAÍ FOIRNE NA SEIRBHÍSÍ TACAÍOCHTA

31% 69%

COMHALTAÍ FOIRNE TAIGHDE

48% 52%

MIC LÉINN 2020



FOCHÉIMITHE

41% 59%

IARCHÉIMITHE

39% 61%

GACH MAC LÉINN

40% 60%

MÍCHUMAS

Éilíonn an tAcht um Míchumas 2005 ar chomhlachtaí poiblí fostaíocht daoine faoi mhíchumas a chur chun cinn agus tacú leo agus sprioc go mbeidh 3% den fhoireann faoi mhíchumas a bhaint amach.

Do bhliain 2019, thuairiscigh OÉ Gaillimh don ÚAO go raibh

3.6%

den fhoireann faoi mhíchumas.



1,145

mac léinn cláraithe leis an tSeirbhís Tacaíochta Míchumais sa BA 2019/20.

IDIRNÁISIÚNTA

3,308 mac léinn idirnáisiúnta agus 483 comhalta foirne idirnáisiúnta ó

122

TÍR



2. CREAT DLÍTHIÚIL, REACHTAÍOCHT NUA AGUS REACHTAÍOCHT ATÁ AG TEACHT CHUN CINN

Tá an phríomhreachtaíocht a rialaíonn comhionannas, éagsúlacht agus cuimsiú le fáil iontu seo a leanas: Na hAchtanna um Chomhionannas Fostaíochta 1998-2018, na hAchtanna um Stádas Comhionann 2000-2018, an tAcht um Míchumas 2005, agus an tAcht fá Choimisiún na hÉireann um Chearta an Duine agus Comhionannas 2014.

B'fhéidir gurb í an fhorbairt ba shuntasáí sa réimse seo le 12 mhí anuas cás cinnidh na Cúirte Uachtaraí, 2019 Scoil Nano Nagle v Marie Daly. Soláthraíonn an cás seo an cinneadh údarásach ar chóiríocht réasúnach mar a reachtaítear dó sna hAchtanna um Chomhionannas Fostaíochta. Tá tábhacht shuntasach ag baint leis an gcinneadh seo d'fhostaithe agus d'fhostóirí. Príomh-impleacht de bhreithiúnas na Cúirte Uachtaraí is ea go bhféadfadh athdháileadh dualgas a bheith i gceist le cóiríocht réasúnach, faoi réir, ar ndóigh, teorannú reachtúil nach gcuireann an chóiríocht seo ualach róthrom ar an bhfostóir. Ag éirí as seo, chinn an Chúirt Uachtarach go bhfuil oibleagáid ar fhostóirí breithniú a dhéanamh ar an tionchar a bheadh ag athdháileadh beartaithe dualgas sula bhféadann siad diúltú cóiríocht réasúnach a sholáthar. Ina theannta sin, rachadh an fostóir críonna i gcomhairle i gceart leis an bhfostaí lena mbaineann maidir lena d(h)ualgas cóiríocht réasúnach a chur ar fáil.

Príomhghné eile den chinneadh seo, agus atá iomlán éagsúil don Chúirt Uachtarach óna cinní le déanaí, is ea go ndeachaigh sí i ngleic le dlí ábhartha an AE. Sa bhreithiúnas seo rinne an Chúirt Uachtarach tagairt ní hamháin d'anailís Chúirt Bhreithiúnais an Aontais Eorpaigh ar an gCreat-Treoir Fostaíochta ach ghlac sí leis freisin go gcaithfear an Treoir a léamh i bhfianaise Choinbhinsiún na Náisiún Aontaithe ar Chearta Daoine faoi Mhíchumas (CRPD). Cuireann sé seo go mór leis an bhféidearthacht go mbeadh tionchar ag an CRPD ar léamh dhlí comhionannais fostaíochta na hÉireann. Dhaingnigh Éire CRPD na Náisiún Aontaithe in 2018 agus tugann sé cearta comhionannais láidre do dhaoine faoi mhíchumas i ngach réimse saoil, lena n-áirítear i gcomhthéacs fostaíochta agus oideachais. Is léir go bhfuil dualgas láidir cóiríocht réasúnta a chur ar fáil agus go gcaithfear tacaíochtaí breise san oideachas a sholáthar do mhic léinn faoi mhíchumas.

Tugadh na hAchtanna um Chomhionannas Fostaíochta 1998-2018 isteach chun comhionannas a chur chun cinn san ionad oibre. Déanann siad amhlaidh trí reachtaíocht a dhéanamh chun idirdhealú díreach agus indíreach, ciapadh gnéasach agus eile, agus íospairt a chosc. Éilíonn na hAchtanna go ndéanfaí freastal réasúnta ar dhaoine faoi mhíchumas agus go gceadófaí gníomh dearfach. Ligeann 'gníomh

dearfach' d'fhostóirí céimeanna a ghlacadh chun comhionannas a chur chun cinn, go háirithe maidir le hinscne, daoine faoi mhíchumas, baill den Lucht Siúil, agus fostaithe os cionn 50 bliain d'aois. Baineann na hAchtanna le gach ceann díobh seo a leanas: fostaithe san earnáil phoiblí nó phríobháideach, cibé acu lánaimseartha nó páirtaimseartha nó sealadach; ceardchumainn, comhlachtaí gairmiúla, gníomhaireachtaí fostaíochta agus comhlachtaí gairmoiliúna. Ní fhéadfaidh fostóirí idirdhealú a dhéanamh i gcoinne aon fhostaí nó fostaithe ionchasacha ar bhonn aon cheann de na naoi bhforas cosanta, is iad sin: aois, cine, inscne, míchumas, stádas sibhialta, stádas teaghlaigh, gnéaschlaonadh, reiligiún agus ballraíocht sa lucht siúil. Tá cosc ar leatrom i bhfógraíocht, pá, rochtain ar fhostaíocht, téarmaí agus coinníollacha fostaíochta, oiliúint, ardú céime nó athghrádú, soláthar gairmoiliúna, agus difhostú. Is fostóir í an Ollscoil chun críocha an Achta seo ach is féidir leis an Ollscoil a bheith faoi dhliteanas i leith ghníomhartha na bhfostaithe, agus ní mór dúinn, thar ceann na hOllscoile, forálacha an Achta seo a chomhlíonadh.

Cuireann na hAchtanna um Stádas Comhionann 2000-2018 cosc ar idirdhealú ar na naoi bhforas chéanna ach tá an cosc ar idirdhealú i gceist ó thaobh soláthar earraí agus seirbhísí, soláthar lóistín agus oideachais. Is léir go bhfuil dualgas ar an Ollscoil a chinntiú nach ndéantar leithcheal ar mhic léinn a fhaigheann an t-oideachas sin, nach ndéantar ciapadh orthu, agus go ndéantar freastal réasúnta ar mhic léinn faoi mhíchumas. Leagann an tAcht um Míchumas 2005 dualgas reachtúil ar sholáthróirí seirbhíse poiblí tacú le rochtain ar sheirbhísí agus ar áiseanna do dhaoine faoi mhíchumas. Leagann an tAcht amach sprioc do chomhlachtaí san earnáil phoiblí go mbeadh 3% dá gcuid fostaithe faoi mhíchumas agus tá ceanglas ar an Ollscoil tuairisc a chur ar fáil gach bliain faoi líon agus faoi chéatadán na gcomhaltáí foirne faoi mhíchumas le cinntiú go mbaintear amach an sprioc seo. Tá an fhaisnéis seo mar chuid den tuarascáil a d'ullmhaigh Coiste Monatóireachta na Roinne Oideachais agus Scileanna don Údarás Náisiúnta Míchumais. Tugadh isteach Dualgas na hEarnála Poiblí mar chuid den Acht fá Choimisiún na hÉireann um Chearta an Duine agus Comhionannas 2014. Leagann sé dualgas soiléir ar chomhlachtaí san earnáil phoiblí, ina soláthar ar a gcuid seirbhísí agus ina n-idirghníomhaíocht lena bhfoireann agus leo siúd a gcuireann siad seirbhísí ar fáil dóibh, chun deireadh a chur le leatrom, chun comhionannas deiseanna a chur chun cinn agus chun cearta an duine a chosaint.



3. GNÉ-ALT: OÉ GAILLIMH, OLLSCOIL TEARMAINN

Aidan Harte, Comhordaitheoir Ollscoil Tearmainn, OÉ Gaillimh

Ainmniúchán:

Mar aon le duaiseanna Athena Swan agus an Champais Ghlais, léiríonn Plean Straitéiseach OÉ Gaillimh atá bunaithe ar na luachanna seo a leanas: Meas, Oscailteacht, Barr Feabhais agus Inbhuanaitheacht dár bhfoireann, mic léinn agus comhpháirtithe pobail go bhfuil OÉ Gaillimh tiomanta aghaidh a thabhairt ar shaincheistanna a bhfuil tionchar acu ar an tsochaí taobh amuigh de theorainneacha na hollscoile. Cuireann an t-ainmniúchán oifigiúil a fuaireamar le déanaí mar Ollscoil Tearmainn (OT) bonn taca freisin faoi thiomantas i leith rochtain éagothrom ar oideachas tríd leibhéal a shárú, go háirithe do lucht siúil na hÉireann, lucht iarrtha tearmainn, dídeanaithe agus grúpaí imirceacha leochaileacha eile. Tugann sé le fios freisin do phobal níos leithne na Gaillimhe go bhfuilimid tiomanta don éiteas céanna sin a leathnú amach níos faide chuig an gcathair agus straitéisí a fhorbairt chun a chinntiú go mbeidh Gaillimh ina Cathair Tearmainn sna blianta amach romhainn, trínár dtionscnaimh Scoileanna Tearmainn agus Pobal Tearmainn.

Buaicphointí go dtí seo:

I ndiaidh ár seolta oifigiúil i mí Feabhra 2018, bhí coiste OT ag cur leis an “meas” agus an mhuinín idir an ollscoil agus na pobail máguaird, agus cáil á baint amach aige mar thionscnamh piarthreoraithe agus bunaithe ar chearta laistigh den ollscoil. Níos suntasaí fós, seans, rinneamar Cláir Scoláireachta Cuimsitheachta Comórtha Céad Bliain agus na hOifige Iontrála a thairiscint, a raibh sé scoláireacht fochéime & trí scoláireacht iarchéime mar thoradh orthu don bhliain acadúil 2019-2020. Cuimsíonn ár gclár nua scoláireachta OT, atá dírithe go sonrath ar lucht siúil na hÉireann, lucht iarrtha tearmainn, dídeanaithe agus grúpaí imirceacha leochaileacha eile, gnéithe meantóireachta piarái agus acadúla araon, agus cruthaíodh go bhfuil na gnéithe seo an-éifeachtach agus aghaidh á tabhairt ar dhúshlán bhreise a bhíonn le sárú ag lucht faighte na scoláireachtaí.

Chun an ollscoil a “oscailt” dóibh siúd atá i Soláthar Díreach nach mbeadh deis acu cuairt a thabhairt ar an gcampas ar aon slí eile seans, chuireamar cúrsa coicise Béarla neamhchreidiúnaithe ar fáil saor in aisce ar an gcampas le dhá shamhradh anuas.

Ag an am céanna, chomhoibríomar le brainse áitiúil an cheardchumainn FÓRSA chun maoiniú a sholáthar do dhá shocrúchán cúrsa do Chóras Tástála Idirnáisiúnta an Bhéarla (IELTS). Cuireann an teastas IELTS ar chumas mic léinn ó thíortha nach labhraítear Béarla iontu a gcuid scileanna teanga a fhorbairt sula gcláraíonn siad ag an ollscoil.

I measc na mbuaicphointí eile tá ár gClár Tearmainn sa Pholaitíocht, ar réamhchúrsa é ar chultúr na hÉireann, struchtúir pholaitíochta, ionadaíocht ar mhionlaigh sna meáin, agus feachtasaíocht ghníomhach. Reáchtáladh an cúrsa píolótach ar feadh ceithre Shatharn as a chéile i mí an Mheithimh 2019 agus áiríodh ann ionchur ó shaineolaithe sna réimsí thuasluaite. D’eagraigh ár gcoiste stiúrtha imeachtaí aoichainteora ar an gcampas chun aird a tharraingt ar an taighde “den scoth” in OÉ Gaillimh a bhaineann lenár spriocghrúpaí. I measc roinnt de na himeachtaí aoichainteora bhí cainteanna ar Rochtain ar Altranas, Baic ar Éagsúlacht san Oideachas, an Próiseas Tearmainn & Meabhairshláinte agus, go deireadh, an Lucht Siúil san Oideachas. I mí na Samhna 2019, bhuamar Gradam áitiúil an Chumainn Lucht Tráchtála do Fhreagracht Shóisialta Chorparáideach, mar gheall ar ár gcuid oibre ag cur oideachas chun cinn agus, dá bharr sin, infhostaitheacht do ghrúpaí atá faoi ghannionadaíocht.



Aidan Harte

Cathair Thearmainn:

Agus ár straitéisí á bhforbairt againn chun ainmniúchán a bhaint amach mar “Phobal Tearmainn” sna blianta amach romhainn, cuirfidimid leis an muinín atá saothraithe againn trínár ngníomhaíochtaí go dtí seo. Neartaíonn ár n-ainmniúchán mar

An Méara M Cubbard, an tAire D Stanton, an tOll. Ciarán Ó hÓgartaigh agus an tOll. Anne Scott ag searmanas ainmniúcháin OT, Samhain 2019



“Thearmann” ár seasamh mar phríomhpháirtí pobail ag obair i dtreo sochaí níos cuimsithí agus níos cothroime. Chuir ár gcoiste stiúrtha leis na ceangail a bhí cruthaithe cheana féin le Líonra Pobail Chathair na Gaillimhe (LPCG), Comhpháirtíocht Chathair na Gaillimhe (CCG), Cumann Lucht Tráchtála na Gaillimhe, agus Gaillimh 2020, agus tá ionadaíocht acu ar an LPCG agus ar an CCG. Táimid ag cur le Plean an Choiste Forbartha Pobail áitiúil ar bhonn gníomhach, agus ag cur le straitéisí Chuibhreannas Comhtháthaithe na Gaillimhe. Oibreimid go dlúth le Cumann Lucht Tráchtála na Gaillimhe chun aghaidh a thabhairt ar an leibhéal íseal fostaíochta i measc ár spriocghrúpaí trí thionscadail phíolótacha a chur i bhfeidhm ar bhonn céimneach chun dul i ngleic le claontacht san ionad oibre, agus chun earnálacha deonacha agus fostaíochta éagsúla a chur chun cinn. De réir ár dtéarmaí Tagartha, forbróimid comhpháirtíochtaí “inbhuanaithe” chun dul i ngleic le baic ar Fhostaíocht, Tithíocht, Sláinte, Ceartas, Teanga & Oideachas, na hEalaíona & Cultúr, agus Spórt inár n-iarrachtaí ainmniúchán mar Chathair Thearmainn a bhaint amach sna blianta atá romhainn.

Léargas ó Mhac Léinn Scoláireachta OT:

Mitchelle Dube, Uasal, Mac Léinn Scoláireachta OT
 Michelle Dube is ainm dom agus táim ar dhuine den ochtar a fuair Scoláireacht OT in 2019. Ba é an chéad uair a chuala mé faoin scoláireacht nuair a bhí an cúrsa rochtana á dhéanamh agam. Luaigh comhordaitheoir mo chúrsa, an Dr Surlis, an scoláireacht liom agus chuaigh mé i mbun taighde. Rinne mé teagmháil le Aidan Harte, Comhordaitheoir OT agus d’inis sé dom gach a raibh de dhíth orm agus chuir mé isteach ar scoláireacht OT. An rud ab fhéarr a tharla ná gur éirigh le m’iarratas mar go bhfuilim in ann dul ar aghaidh go dtí an tríú leibhéal agus tabhairt faoi

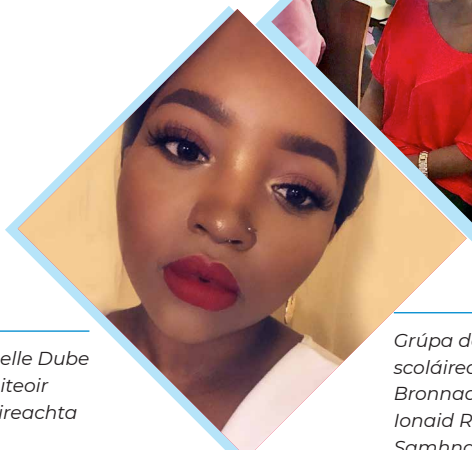
chúrsa a dhéanamh, brionglóid a bhí agam le fada. Deis an-mhaith é seo dom agus tá rún agam é a úsáid go ciallmhar agus mo sheacht míle dícheall a dhéanamh. Chuir mé aithne ar chúpla cara freisin a chabhraigh go mór liom mo chuid scileanna sóisialta a fheabhsú agus aithne a chur ar dhaoine ó chultúir agus ó chúlráí éagsúla. Ar nós gach rud sa saol bíonn deacrachtaí ann chomh maith. Is iarrthóir tearmainn mé go fóill agus níl a fhios agam céard atá i ndán dom anseo in Éirinn agus idir é sin agus ag iarraidh dul i dtaithe ar na héilimh ollscoile bíonn brú orm agus uaireanta baineann sé go leor asam ó thaobh mo mheabhairshláinte de. Bhí orm dul i ngleic le mo chás tearmainn agus mo chuid scrúduithe ag an am céanna sa chéad seimeastar, rud nach raibh mé ullmhaithe dó agus chuir sé isteach ar mo chuid marcanna. Ní dharna mé chomh maith agus a theastaigh uaim a dhéanamh. Bíonn dúshlán i gcónaí le sárú agam maidir le modhanna malartacha staidéir a aimsiú mar nílim i mo chónaí i dtimpeallacht feiliúnach do mhac léinn. Úsáidim an leabharlann ar ndóigh ach le linn shéasúr na scrúduithe is crá croí é áit a fháil chun staidéar a dhéanamh. Faoi láthair táim sa chéad bhliain d’Eolaíocht Bhithleighis agus áirítear leis sin Fisic, Ceimic, Bitheolaíocht, Taighde Bithleighis, Cumarsáid Eolaíochta, Seimineáir Bhithleighis agus tá siad ar fad éigeantach. Sa dara bliain beidh deis agam ábhar a roghnú agus tá súil agam Fiseolaíocht, Cógaseolaíocht, agus Bithcheimic a dhéanamh. Ba mhaith liom na hábhair sin a dhéanamh mar go bhfuil suim agam taighde ar ailse a dhéanamh nó a bheith ag obair i réimse na cógaisíochta. Níl cinneadh déanta agam fós ach tá go leor ama agam chun é a oibriú amach!

Lucht iarrtha tearmainn ilchultúrtha ag déanamh iarratais



Baill de Choiste Stiúrtha OT leis an Aire David Stanton

Mitchelle Dube
 – Buaiteoir
 Scoláireachta
 OT



Grúpa de mhic léinn scoláireachta OT ag Bronnadh Céimeanna an Ionaid Rochtana i mí na Samhna 2019.



Taispeántas
Tionscadail
EDI 2018-
2019



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Coming to Data Science Institute

All events are held for the benefit of the students & staff of OSI. All events are booked in the Conference Room. Check out the online programme at www.osi.ie during April, May & June that are open to all at OSI Galway.

FÉILE LE CHÉILE
Togetherness through Diversity
A Celebration of the rich diverse cultures of the Data Science Institute

MONDAY MOVIE EVENING
Films from Middle East & Africa
5.00pm April 15th

TUESDAY CULTURE LUNCHES
A series of lunchtime (1pm) "My Culture" talks
Monday 10, Africa/Asian/European mix (Apr 23)
Tuesday 11, Latin (Apr 30), Brazilian (May 7)
Italian (May 14), French (May 21)

WEDNESDAY GAME NIGHTS
Board games from France, India, Brazil, Tunisia, Lebanon, Syria... 6.00pm, Wednesdays April 10th - May 8th

COMING SOON! AN IRISH WEEKEND EXCURSION
Discover Ireland's rich heritage by joining your colleagues on a tour in June of an Irish scenic landscape

The "Global Village" Map
Pin your home location on a wall mounted map of the World & see why OSI is known as the United Nations of Galway!

These events are held for the benefit of the students & staff of OSI. All events are booked in the Conference Room. Check out the online programme at www.osi.ie during April, May & June that are open to all at OSI Galway.

OSI Galway
D.S. Institute

Insight

For Direct Provision centre residents workshop for the adult residents of the Direct Provision Accommodation Centre, Friday April 20th

€1,000 in staff society and cash

May 3rd & June 7th
no music, DJ

the beginnings of the Globalisation of Galway
A series of multi-national electronic manufacturing plants during the early 1970s brought people from all over the world to live and work in Galway City. Hear their stories and their ongoing contributions to Ireland.
Thursday April 19th

FÉILE LE CHÉILE
Togetherness through Diversity
Celebration of the rich diverse cultures of the Data Science Institute

MONDAY MOVIE EVENING

FÉILE LE CHÉILE
Togetherness through Diversity
Celebration of the rich diverse cultures of the Data Science Institute

MONDAY MOVIE EVENING

4a. GNÉ-ALT: CISTE TIONSCADAIL 2019-20

Ciste Tionscadail EDI 2019/20

Is ócáid bhliantúil sheanbhunaithe anois é an Ciste Tionscadail Comhionannais, Éagsúlachta agus Cuimsithe (€10,000) i bhféilire EDI. Bronntar Ciste Tionscadail EDI mar dheontais bheaga idir €300 - €1000 de ghnáth. Is féidir le comhaltaí foirne agus le mic léinn cur isteach ar an gciste gach bliain ar bhonn iomaíoch do thionscadail éagsúla chomhionannais laistigh den Ollscoil. Díríonn an ciste tionscadail EDI ar thionscnaimh chomhionannais/chuimsithe nuálacha a éascú agus éagsúlacht i ngach réimse de shaol na hOllscoile a chur chun cinn agus a cheiliúradh.

Tháinig deireadh leis an trío glao bliantúil ar iarratais an Chiste Tionscadail EDI an 29 Deireadh Fómhair 2019.

Mar aon leis an mbliain seo caite, fuarthas 23 iarratas agus bhí an-áthas ar Fhochoiste Chiste Tionscadail EDI 10 ndeontas a bhronnadh in 2019/20 ar mheascán de thionscadail foirne agus mac léinn ar fud an champais a bhain le téamaí tosaíochta éagsúla. Tugadh tús áite do mholtaí tionscadail a bhaineann leis na 9 bhforas atá cosanta sa reachtaíocht chomhionannais nó sna snáitheanna oibre a d'aithin an EDICC mar théamaí tosaíochta leanúnacha do 2019/20: Míchumas, Éagsúlacht Chultúrtha, Rochtain ar an Ardoideachas agus Inscne.

Tionscadail

Tumchlár Cultúir

Déanann an Tumchlár Cultúir iarracht aghaidh a thabhairt ar na riachtanais tumoideachais agus comhtháthaithe atá ag gach mac léinn chéad bhliana i gColáiste Ósta na Sionna i ndáil lena n-aistriú ón meánscoil go dtí oideachas ar an trío leibhéal, agus chomh maith leis sin, a n-aistriú i dtaca leis an staidéar agus bualadh le daoine i dtimpeallacht ilchultúrtha.

Eagraithe ag: An Dr María Palma-Fahey, Coláiste Ósta na Sionna.

Comharghrúpa Ealaíon Aiteach

Meascán de cheardlanna agus comhdháil idirnáisiúnta agus trasdhisciplíneach 2 lá dar teideal "Glorious Outsiders: Queer Past and Futures in Irish Performance", bunóidh an tionscadal Comharghrúpa Ealaíon Aiteach ardán leath-

acadúil chun spás a chruthú le plé a dhéanamh ar réimse éagsúil saincheisteanna a bhaineann le suibhachtúlachtaí aiteacha agus tábhacht shochpholaitiúil na n-ealaíon aiteach sa saol acadúil agus lasmuigh de.

Eagraithe ag: Zsuzsanna Balázs, Mac Léinn PhD, Ionad Uí Dhonnchadha don Drámaíocht.

Feasacht Míchumais Pobail a chur chun cinn i measc Mic Léinn Fochéime

Cuirfidh an tionscadal seo tacaíocht ar fáil do mhic léinn fochéime Teiripe Urlabhra agus Teanga in OÉ Gaillimh chun oiliúint Hear Me! a chomhsheachadadh in éineacht le daoine fásta faoi mhíchumas cumarsáide do mhic léinn fáilteachais atá lonnaithe i gColáiste na Sionna. Réiteach oiliúna duine-le-duine is ea Hear Me! a thabharfaidh deis do na mic léinn fáilteachais tacú lena gcuidreamh le daoine faoi mhíchumas cumarsáide agus dá réir sin, constaicí a shárú trí thimpeallacht a chur chun cinn ina mbraitheann daoine le laguithe cumarsáide go bhfuil tacaíocht ar fáil dóibh agus go bhfuil fáilte rompu.

Eagraithe ag: Clare Carroll.

Innealtóireacht Ár dToghcháil: Lá Spraoi don Teaghlach

Chuir an tionscadal seo le líon na ngníomhaíochtaí praiticiúla do theaghlach ag an ócáid Innealtóireacht Ár dToghcháil: Lá Spraoi don Teaghlach [www.nuigalway.ie/engineersweek] le linn Sheachtain Innealtóirí 2020, seachtain ina ndéantar ceiliúradh ar an innealtóireacht fud fad na tíre. Chuir an tionscadal trealamh céadfach ar fáil do leanaí beaga agus do leanaí faoi mhíchumas go háirithe d'fhonn taithí an lucht freastail a shaibhriú agus d'fhonn freastal ar lucht féachana níos éagsúla. Beidh an trealamh seo ar fáil le húsáid ar na laethanta spraoi don teaghlach sna blianta amach anseo, chomh maith le gníomhaíochtaí for-rochtana féideartha eile a chuireann an innealtóireacht chun cinn.

Eagraithe ag: Magdalena Hajdukiewicz.

Ag Samhlú an Oibrí

Is é an aidhm atá le Ag Samhlú an Oibrí aird a tharraingt ar an saothar faoi cheilt nó dofheicthe a thacaíonn le hobair na hollscoile. Leathnóidh sé coincheapa cuimsitheacha, chomhionannais agus éagsúlachta trí aitheantas a thabhairt d'iarracht

thábhachtach an lucht saothair seo, go háirithe iad siúd a bhíonn ag glanadh, ag cothabháil agus i mbun slándála. Ag úsáid na teicneolaíochta, ar nós raidió, chun podchraoladh a chur ar fáil, an saothar/ oibrí a dhoiciméadú agus a shamhlú trí fhocail agus fuaim, tá sé mar aidhm aige eolas a leathnú faoi chruth ilchultúrtha lucht saothair iomlán na hollscoile agus grúpa mac léinn ilchultúrtha agus éagsúil a chumasú chun dul i ngleic le cuspóir an tionscadail.

Eagraithe ag: Mary Clancy, Ionad Léann Domhanda na mBan.

Saol LGBT+ in OÉ Gaillimh a Mhapáil

Is é an aidhm atá ag an tionscadal seo tionscadal mapála tosaigh a fhorbairt chun na daoine agus na háiteanna ar an gcampas a chuidigh le forbairt chearta, seirbhísí agus chultúir LGBT+ i nGaillimh agus níos faide i gcéin a aithint, feasacht a ardú ina leith agus ceiliúradh a dhéanamh orthu.

Eagraithe ag: Declan Coogan, Eolaíocht Pholaitiúil & Socheolaíocht.

Comhtháthú trí Chluichí Gaelacha

Is é an aidhm atá ag Comhtháthú trí Chluichí Gaelacha éagsúlacht agus cuimsiú a chur chun cinn i measc phobal mac léinn idirnáisiúnta OÉ Gaillimh trí fhoireann Peil Ghaelach a fhorbairt. Tabharfaidh sé seo deis do mhic léinn bualadh le daoine eile ó chúilraí eitneacha agus cultúrtha éagsúla agus rannpháirtíocht na mban sa spórt a mhéadú.

Eagraithe ag: Nigel Collins, Foireann Peil Ghaelach Idirnáisiúnta OÉ Gaillimh.

Ceiliúradh ar Cheolchoirm EDI & Físeán Ceoil

Is éard is cuspóir leis an gceolchoirm agus leis an bhfíseán ceoil éagsúlacht, comhionannas & cuimsiú a cheiliúradh trí mheán an cheoil agus tabharfaidh siad réimse éagsúil mac léinn, foirne agus an pobal i gcoitinne le chéile. Ina theannta sin, cruthaíonn an tionscnamh seo deis chomhoibrithe idir foireann agus mic léinn OÉ Gaillimh agus an pobal i gcoitinne agus iad ag obair le chéile le hócáid a chruthú ina mbíonn éagsúlacht, comhionannas agus cuimsiú i ngach uile ghné den tionscnamh.

Eagraithe ag: Owen Ward, an tIonad Rochtana i gcomhar le Imelda Byrne, an tIonad Rochtana.

Rochtain an Lucht Siúil ar an Ollscoil

Beidh imeacht dar teideal 'Rochtain an Lucht Siúil ar an Ollscoil' ar siúl ar an gcampas le fáilte a chur roimh bhaill de Lucht Siúil na hÉireann agus lena spreagadh tabhairt faoin ardoideachas in OÉ Gaillimh. Is é príomhchuspóir an imeachta seo caidreamh níos láidre a chruthú idir foireann agus mic léinn OÉ Gaillimh agus an Lucht Siúil ar fud Iarthar na hÉireann.

Eagraithe ag: Owen Ward, an tIonad Rochtana i gcomhar le Imelda Byrne, an tIonad Rochtana.

Ag ceiliúradh Herstory trí na 'Gnáth'-mhná agus mná 'Neamhghnácha' in Éirinn san fhichiú haois

In 2018, reáchtáil Gréasán Ban na hOllscoile, arna mhaoiniú ag an gCiste Tionscadail EDI, ócáid chun Nollaig na mBan a cheiliúradh mar chuid d'imeachtaí ceiliúrtha bliantúla Herstory.



Imeacht LGBT+, 3 Márta

Tá sé i gceist ag an tionscadal seo imeacht a reáchtáil ina mbeidh páistí scoile áitiúla páirteach agus ina ndéanfar an caidreamh le Herstory a fhorbairt a thuilleadh. Is é an aidhm atá leis díriú ar 'ghnáth'-mhná agus ar mhná 'neamhghnácha' i stair na hÉireann, imeacht a bheidh ar siúl ag an tráth céanna le tionscadal Herstory 2020 agus leis an tsraith teilifíse ina bhfuil sé chuid san iomlán <https://www.rte.ie/culture/2019/0729/1065831-rte-announces-herstory-20-20-project/> Beidh dhá phríomhghné sa tionscadal: Táthar chun tionscadal oideachais cruthaitheach a reáchtáil i dtrí scoil áitiúla ar bhonn pólótach a bheidh dírithe ar dhaltaí rang a 5 agus a 6 chomh maith le Cóisir do Pháistí san Aula Maxima.

Eagraithe ag: Sarah-Anne Buckley, Gréasán Ban na hOllscoile.



Owen Ward agus an tUachtarán Ciarán Ó hÓgartaigh ag Lá Eitneachais Chumann an Lucht Siúil



Lá Eitneachais
Chumann an
Lucht Siúil



NUIG Schools of Sanctuary

NUIG Schools of Sanctuary

4b. GNÉ-ALT: BÉIM AR CHUMAS

Ag Tacú le Mic Léinn faoi Mhíchumas do Shocrúchán

Cuimsíonn mic léinn faoi mhíchumas a ghlacann páirt san ardoideachas in Éirinn 6.2% de líon iomlán na mac léinn (an Cumann um Rochtain Ardoideachais agus Míchumas (AHEAD), 2018). Léiríonn an figiúr seo méadú 17% ar líon na mac léinn faoi mhíchumas san ardoideachas ó 2017 i leith agus méadú 62% le cúig bliana anuas. De réir mar a thagann méadú ar líon na mac léinn faoi mhíchumas, is amhlaidh nach mór timpeallachtaí cuimsithe a chruthú agus a chothú. Is fíor an méid sin go háirithe nuair a bhíonn mic léinn faoi mhíchumas cláraithe ar chlár acadúla a bhfuil foghlaim obairbhunaithe chreidiúnaithe leabaithe sna modúil. Sa bhliain acadúil 2019/20 tá 78 mac léinn as gach coláiste in OÉ Gaillimh cláraithe leis an tSeirbhís Tacaíochta Míchumais.

Tá nochtadh faisnéise ar cheann de na gnéithe is dúshlánaí a bhaineann le bheith faoi mhíchumas, go háirithe maidir le fostaíocht (AHEAD, 2013). Is ábhar casta é an nochtadh faisnéise agus bíonn tionchar ag féiniúlacht, cineál an mhíchumais, comhthéacs agus taithí an duine air. Is mó imní fiú a bhíonn ar dhaoine a bhfuil míchumas ceilte acu é sin a chur in iúl d'fhostóir. Bíonn imní ar mhic léinn go leor faoi chlaonadh agus faoi dhearcthaí diúltacha i leith míchumais agus dá thairbhe sin is minic a d'fhéadfadh an nochtadh míchumais a bheith ina bhac ar dhuine tacaíocht atá de dhíth go géar a fháil le linn phróiseas an tsocrúcháin. Féachann foireann na Foghlama Obairbhunaithe san Ionad Forbartha Gairmeacha le hatmaisféar dearfach cuimsitheach a chothú ionas go mtháíonn mic léinn ar a bhfaichill agus ar a gcompord maidir lena míchumas a chur in iúl.

I ndlúthchomhar leis an tSeirbhís Tacaíochta Míchumais, tá na dea-chleachtais agus nósanna imeachta is fearr leagtha amach ag foireann na Foghlama Obairbhunaithe chun tacú le mic léinn faoi mhíchumas atá ar shocrúchán. Leis an tuiscint gurb é ceart an duine é míchumas a chur in iúl, is amhlaidh a iarrtar ar mhic léinn cuimhneamh ar réimse ceisteanna nuair atá siad ag socrú a míchumas a chur in iúl d'fhostóir ionchasach: cad chuige, céard, cathain, cé, agus cén chaoi. Molann an tOifigeach Socrúcháin agus an tSeirbhís Tacaíochta Míchumais don mhac léinn glacadh le tacaíocht ag tús phróiseas an tsocrúcháin. Tugtar cuireadh dóibh freastal ar chruinniú pleanála le plé a dhéanamh ar na socrúithe a d'fhéadfadh a bheith de dhíth ar an mac léinn le linn dó/di a bheith ag ullmhú don socrúchán agus/nó le linn dó/di a bheith ar shocrúchán le hóstagraíocht. Déantar socrúithe,

e.g. rúndacht a choinneáil, cead i dtaca le bogearra a shuiteáil, oiriúnuithe céadfacha, uaireanta oibre laghdaithe, nó am ar leataobh do choinní leighis a shonrú i dtuairisc Pleanála Socrúcháin atá cosúil leis an Achoimre ar Riachtanais Foghlama agus Oideachais (LENS) a bhíonn ag mac léinn. Tá an tuairisc luaineach agus féadtar í a leasú le linn an tsocrúcháin má athraíonn riachtanais an mhic léinn. Déantar mic léinn a chumasú chun páirt a ghlacadh i bpróiseas feidhmiúil nocht le fostaíirí agus chun leas a bhaint as próiseas an tsocrúcháin mar chleachtadh dá bplean nocht nuair a rachaidh siad isteach i margadh na hearcaíochta céimithe. Áirítear i measc aiseolas na mac léinn;

"Bhí an tuairisc pleanála Socrúcháin ina cuidiú dom na rudaí a bhí de dhíth orm don socrúchán a aithint chun go mbeadh ionchur éifeachtach agam i mo phost"

"Mothaím níos muiníní mo mhíchumas a chur in iúl anois mar mhac léinn i mbliain na céime de thairbhe na tacaíochta a fuair mé le linn an tsocrúcháin"

Chomh maith le tacaíocht a sholáthar i ndáil le míchumas a chur in iúl, cuireann Oifigigh Shocrúcháin bonn taca faoin tacaíocht a thugtar do mhic léinn le cruinnithe pearsanta chun cúnamh a chur ar fáil maidir le scileanna agallaimh agus CV a ullmhú. Ó tugadh isteach na nósanna imeachta agus dea-chleachtais seo in 2017, tháinig méadú faoi dheich ar líon na mac léinn a chur a míchumas in iúl agus tá dioscúrsa dearfach i dtaca le míchumas sa chur in iúl i réim. Ó 2017, d'éirigh le gach mac léinn faoi mhíchumas a roghnaigh an míchumas a chur in iúl socrúcháin a bhaint amach ina n-earnálacha tionsclaíochta ar leith.

Chomh maith leis sin, tháinig feabhas ar fheasacht mhíchumais i measc oifigigh shocrúcháin agus i measc fostaíirí.

*Niall O'Hanlon,
ESB, Ócáid chun
Casadh le Fostaíirí*



An Clár d'Aistriú go dtí Fostaíocht

I mí Feabhra 2020, d'éascaigh an tIonad Forbartha Gairmeacha clár tiomanta ar a dtugtar Aistriú go dtí Fostaíocht a thacaíonn le mic léinn faoi

mhíchumas nó mic léinn a bhfuil fadhbanna meabhairshláinte acu agus atá ag ullmhú le haistriú go dtí an t-ionad oibre mar chéimí, ar shocrúchán, nó ag lorg intéirneacht samhraidh nó post páirtaimseartha. Rinne Claire Murphy agus Marie Laffey ón Ionad Forbartha Gairmeacha an clár a chomhordú. Forbraíodh an chéad imlíne den chlár agus coincheap an chliaint chróga (Duncan et al, 2004) curtha san áireamh agus tá an fhorbairt incriminteach a dhéantar ar ábhar an chláir á múnú de réir aiseolais agus tuairimí a fhaightear ó na rannpháirtithe le linn gach seisiúin. Tá an cur chuige solúbtha seo maidir le 'hiniúchadh agus cur in oiriúint' ríthábhachtach le cinntiú go gcuimsíonn an clár riachtanais agus cuspoirí na rannpháirtithe. Forbraítear gach ábhar agus modh seachadta ag úsáid creatlach i dtaca le Dearadh Uilíoch don Fhoghlaim (UDL).

Cuireadh an clár i bhfeidhm ar bhonn píolótach den chéad uair i mí Feabhra 2017 agus bhain sé Gradam Infhostaitheachta Chumann na Seirbhísí Gairmeacha Ardoideachais in Éirinn (AHECS) amach i mí Bealtaine 2017. Tá ceithre cheardlann mar chuid den chlár chun tacaíocht a chur ar fáil do dhaoine cumasacha a gcuid scileanna infhostaitheachta a fheabhsú chun go mbeidh siad réidh le dul i mbun oibre agus níos mó muiníne acu chun ceangail a chruthú le fostóirí. Ó 2017 i leith, ghlac breis agus 100 mac léinn páirt sa chlár agus suas le 40 mac léinn ag glacadh páirt i ngnéithe éagsúla den chlár i mí Feabhra 2020. I measc na dteistiméireachtaí, bhí;

"Taispeánadh dom go bhfuilim ag dul sa treo ceart i dtaca le fostaíocht a bhaint amach sa todhchaí"

"B'ionadh liom an cuidiú agus an t-ugach a tugadh dom le linn na gceithre seachtaine. Ba gheall le clár é a bhí curtha in oiriúint dom féin amháin. Ar chríochnú an chláir dom, bhí scileanna agallaimh fadsaoil, eolas dlí maidir le nochtadh agus muinín nua faighte agam."

"D'fhoghlaim mé go leor faoi na roghanna atá agam i dtaca leis an gcúis agus leis an am ar chóir nó nár chóir míchumas a chur in iúl d'fhostóir agus faoi na deontais agus na cláir atá ar fáil le cur ar chumas daoine faoi mhíchumas post a bhaint amach sa mhargadh fostaíochta."

Cuireann an clár deis ar leith ar fáil do rannpháirtithe chun aithne a chur ar fhostóirí agus chun a fháil amach faoin dóigh a mbíonn éagsúlacht agus cuimsiú á gcur chun cinn san ionad oibre acu. I mbliana rinne an tOllamh Michelle Millar, Déan na Mac Léinn seisiún na bhfostóirí a oscailt agus d'fháiltigh sí roimh Fidelity Investments, SAP, ESB agus Specialisterne chuig OÉ Gaillimh agus ghlac sí buíochas leo as ucht na tacaíochta a thugann siad don chlár. Roinn fostóirí an taithí a bhí acu ar a n-aistear gairme agus an t-aistriú go dtí an t-ionad oibre do dhuine faoi mhíchumas le béim faoi leith ar a gcumas seachas a míchumas.

Ceardlann i bpleanáil spriocanna agus gníomhaíochta atá sa cheardlann deiridh den tsraith ina moltar do mhic léinn machnamh a dhéanamh ar an taithí a bhí acu le linn an chláir agus ina ndéantar iad a chumasú maidir le spriocanna agus gníomhaíochtaí a leagan síos do na chéad chéimeanna eile ina straitéis i mbun post a lorg.

Tá an-tairbhe le baint ag gach páirtí leasmhar as an gclár. Thug fostóirí a chuaigh i gcomhpháirtíocht leis an gclár le fios gur mhéadaigh an clár ar an teacht atá acu ar ghrúpaí ardoilte a thugann leo peirspictíochtaí agus éagsúlacht nua chuig a gcuid eagraíochtaí. Thar aon ní eile, léirigh aiseolas na mac léinn gur tháinig méadú ar a gcuid féinmhuiníne agus go bhfuil siad níos muiníní as a n-inniúlachtaí ag aistriú go dtí an t-ionad oibre agus tús a chur lena n-aistear gairme.

Campas Aoisbhá

Tá OÉ Gaillimh ag breathnú ar ainmniúchán 'Campas Aoisbhá' a bhaint amach trí thionscadal atá faoi stiúir na mac léinn, tionscadal ina raibh trí thionscnamh ar an gcampas i gceist a dhírigh ar fháilte a chur roimh an bpobal caidreamh a bhunú linn trí shiúlóid ar an gcampas, trí sheimineár poiblí agus trí ranganna ríomhaireachta. D'oibrigh mic léinn Eolaíochta Bithleighis sa dara bliain in éindí le Comhairle na Seanóirí agus le tacaíocht ón gclár ALIVE chun na trí imeacht seo a eagrú le feachtas ar son Ollscoil Aoisbhá a chur chun cinn. Tá curtha rompu ag na mic léinn dul i ngleic le trí phríomhréimse: feachtas ar na siúlóidí bithéagsúlachta ar an gcampas a ardú, rannpháirtíocht i dteicneolaíocht a spreagadh agus an clár 'Aoisbhá Éireann' a phlé.

Foireann an Tionscnaimh Campas Aoisbhá (ó chlé go deas) Joan Kavanagh, Cathaoirleach ar Chomhairle na Seanóirí de chuid Chlár Aoisbhá na Gaillimhe, agus Daire Smith, Donal Devane, Catherine Geoghegan, Anna Regan, agus Katen Duffy, mic léinn Eolaíochta Bithleighis sa dara bliain.



“Tá sé an-tábhachtach fáilte a chur roimh dhaoine aosta chuig ár n-ollscoil mar go spreagfaidh sé muid uile tabhairt faoi fholláine agus tuilleadh deiseanna cultúrtha, sóisialta agus oideachais a thapú” a deir Lorraine Tansey, Tionscnamh Eolais Pobail OÉ Gaillimh (CKI). “Is iad na príomhspríocanna ar an iomlán campas ollscoile níos éagsúla a chruthú, níos mó rannpháirtíocht idirghlúine a chur chun cinn agus dul i ngleic le steiréitíopaí agus troid i gcoinne an aoiseachais.” Tá pobail atá ag dul in aois aitheanta ag an Eagraíocht Dhomhanda Sláinte mar phríomhábhar suntais do chathracha, d’ospidéal agus d’institiúidí oideachais a bhíonn ag dul i ngleic go réamhghníomhach le riachtanais éagsúla atá ag dul i méid.

Reáchtáladh trí imeacht i mí Feabhra agus i mí an Mhárta 2020. Bhí gach imeacht saor in aisce, oscailte do chách agus faoi stiúir na mac léinn.

1. Reáchtáladh Siúlóid Aoisbhá Dé Luain, an 17 Feabhra ag 11pm. I ndiaidh an turas seo ar an

gcampas, a mhair uair an chloig, cuireadh tae agus caife ar fáil do na rannpháirtithe agus cothaíodh ceangail le nuachtlitreacha áitiúla agus le grúpaí atá ar scor.

2. Reáchtáladh Ranganna Ríomhaireachta Aoisbhá do 32 duine thar thrí sheisiún agus bhí ochtar mac léinn ag freastal ar gach seisiún ag cur fáilte rompu agus oideachas ar fáil
3. Tionóladh seimineár maidir le hAinmiú Aoisbhá do OÉ Gaillimh an 10 Márta. Thug an t-aoichainteoir an Dr Kieran Walsh, Ollamh le hAosú agus Beartas Poiblí léargas ar na tionscnaimh náisiúnta i dtaca le hAoisbhá. Rinne Aoisbhá Éireann an seimineár a thionól agus fuair Tionscnamh Eolais Pobail OÉ Gaillimh an-aiseolas ón bpobal agus an-spéis acu in ILAS agus sa taighde atá ar siúl ann.



Grúpa
Tionscnaimh
Aoisbhá



5. EDI: FORBAIRTÍ AG LEIBHÉAL NA SCOILE & AN CHOLÁISTE

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

Leas-Déan EDI: An Dr Gerry Molloy

Tá an Leas-Déan seo de EDI agus coiste comhairleach EDI an Choláiste ina tré bliain anois. Le linn na tréimhse seo tá nó bhí na baill seo a leanas ar an gcoiste comhairleach:

Niamh Reilly (Eolaíocht Pholaitiúil agus Socheolaíocht), Kevin Davison (Oideachas), Marie Mahon, Ulf Strohmayer, Mary Green (Scoil na Tíreolaíochta, na Seandálaíochta agus an Léinn Éireannaigh), Frances McCormack, Marianne Ní Chinnéide (Béarla agus na hEalaíona Cruthaitheacha), Hans Walter Schmidt-Hannisa (Teangacha, Litríochtaí, & Cultúir), Sarahanne Buckley agus Laurence Marley (Stair agus Fealsúnacht). Tá ról EDI anois ag gach scoil CASSCS laistigh dá struchtúir agus dá bpróisis. D'fhonn ár mballraíocht a mhéadú tá sé mar aidhm againn baill choiste comhairleach EDI a mhealladh ó fhoireann ghairmiúil agus taighde an Choláiste i rith na bliana seo chugainn.

Péire de phríomhréimsí gníomhaíochta EDI in CASSCS le bliain anuas ná:

- Forbairt struchtúir agus phróisis Athena SWAN
- Cur le polasaithe ciaptha agus gnéaschiaptha na hOllscoile

Athena SWAN

Le linn 2019 rinne Foireann Féinmheasúnaithe (SAT) Scoil na Síceolaíochta suirbhé ar chultúr foirne agus mac léinn agus fócasghrúpaí foirne agus mac léinn mar chuid dá bhFéinmheasúnú Athena SWAN. Tá an chéad dréacht dá n-iarratas ar Ghradam Cré-umha Athena SWAN curtha i gcrích ag an SAT agus cuirfidh siad an t-iarratas seo isteach in 2020. Mar chuid de ghníomhaíocht ATHENA SWAN an Choláiste thionóil an Leas-Déan cuairt ón Dr Iona Latu, Scoil na Síceolaíochta in Ollscoil na Banríona, Béal Feirste. Thug an Dr Latu seimineár ar 'Shíceolaíocht Inscne: Impleachtaí do Thionscnaimh Athena SWAN' ar an 19 Feabhra 2020. B'ionann an ócáid seo agus tús le seimineár ar théama EDI

a bheidh ag Scoil na Síceolaíochta gach bliain chun aird a tharraingt ar thaighde a bhaineann le príomhréimsí EDI a bhfuil an Scoil, an Coláiste agus an Ollscoil ag díriú orthu e.g. comhionannas inscne, míchumas, sláinte LGBT+, éagsúlacht chultúrtha agus leathnú rochtana agus rannpháirtíochta. Tá scoileanna eile in CASSCS ag iarraidh a fháil amach an bhféadfaidís SATanna Athena SWAN a bhunú i mbliana.

Polasaithe maidir le ciapadh agus gnéaschiapadh

Le linn 2019 chuidigh coiste comhairleach EDI an Choláiste leis an athbhreithniú ar pholasaí maidir le Ciapadh agus Gnéaschiapadh don Fhoireann. In obair ghaolmhar bhí baint ag an Leas-Déan agus ag baill an Choláiste le Grúpa Oibre OÉ Gaillimh ar Chur i bhFeidhm an Chreata Toilithe. Is é seo 'An Creat le haghaidh Toiliú in Institiúidí Ardoideachais' a bhfuil sé mar aidhm aige foréigean gnéasach agus ciapadh in Institiúidí Ardoideachais na hÉireann a chosc. Bhí an Dr Pádraig MacNeela ó Scoil na Síceolaíochta ar thús cadhnaíochta san obair seo san Ollscoil agus go deimhin go náisiúnta mar bhall den ghrúpa comhairleach saineolaithe a scríobh an Creat ó bhun. Tá Pádraig in éineacht leis an Dr Siobhán O'Higgins, agus an Dr Kate Dawson ó Scoil na Síceolaíochta, agus an Dr Charlotte McIvor ón Ionad don Léann Drámaíochta agus Amharclannaíochta i gceannas ar an gClár Toilithe Cliste freisin. Díríonn an clár ar dhaoine óga idir 16-23 bliain d'aois d'fhonn cur chuige dearfach a chur chun cinn maidir le ceist thábhachtach an toilithe ghnéasaigh.

Ghlac an Leas-Déan áit le déanaí ar ghrúpa oibre nuabhunaithe chun Rochtain a Mhéadú atá mar chuid de choiste campais EDI agus atá faoi stiúir an Stiúrthóra ar Sheirbhísí do Mhic Léinn. Beidh obair an ghrúpa seo le feiceáil i ngníomhaíocht EDI an Choláiste i rith na bliana seo romhainn.

Coláiste na hEolaíochta agus na hInnealtóireachta (CoSE)

Leas-Déan nua Choláiste na hEolaíochta agus na hInnealtóireachta, iarLeas-Déan EDI Choláiste na hInnealtóireachta agus na hIonformaitice – Mary Dempsey, Uasal

Mary Dempsey, Leas-Déan EDI



An Dr Gerry Molloy, Leas-Déan EDI



Bunaíodh Coláiste na hEolaíochta agus na hInnealtóireachta (CoSE) i Meán Fómhair 2019 nuair a tugadh le chéile Coláiste na hEolaíochta agus Coláiste na hInnealtóireachta agus na hIonformaitice. Mar thoradh air seo chomh maith cruthaíodh dhá scoil nua; Scoil na hInnealtóireachta agus Scoil na Ríomheolaíochta, rud a chiallaíonn go bhfuil 6 scoil faoin gColáiste. D'fhan an dá Leas-Déan Comhionannais, Éagsúlachta agus Cuimsithe a bhí sna coláistí mar a bhí ina bhfeighlithe ar ghníomhaíocht EDI go dtí Aibreán 2020.

I measc bhuaicphointí gníomhaíochta EDI Scoil na hInnealtóireachta agus Scoil na Ríomheolaíochta bhí siad seo a leanas;

- Thionóil OÉ Gaillimh agus GMIT an ceathrú ceardlann de Lónra na hÉireann do Chomhionannas Inscne in Institiúidí Náisiúnta 3ú Leibhéal Ríomhaireachta (Ingenic) in OÉ Gaillimh in 2019. D'fhreastail ionadaithe ó IT Cheatharlach, GMIT, OÉG, IADT Dhún Laoghaire, IT Leitir Ceanainn, IT Shligigh, Ollscoil Teicneolaíochta, Campas Bhaile Átha Cliath, IT Luimnigh, UCC, TCD, agus IT Dhún Dealgan.
- Mar chuid de Sheachtain Innealtóirí 2020 'Cé atá ag iarraidh a bheith ina shárloch?!' cuireadh seónna Eolaíochta agus Innealtóireachta ar siúl do 350 gasúr bunscoile. D'éagraigh an Dr Magdalena Hajdukiewicz agus an Dr Jamie Goggins i gcomhar le clár STEPS Engineers Ireland na seónna seo. Mheall Innealtóireacht Ár dToghcháí: Lá Spraoi Teaghlaigh a d'éagraigh an Dr Magdalena Hajdukiewicz, an Dr William Finnegan agus an Dr Jamie Goggins thart ar 1400 cuairteoir freisin
- Scoláireachtaí coláiste do bheirt mhac léinn innealtóireachta chun freastal ar an Acadamh Samhraidh Idirnáisiúnta in Innealtóireacht do Mhná in Ollscoil na nEolaíochtaí Feidhmeacha san Ostair Uachtarach. Is dianchúrsa coicís go leith é a reáchtáilann an tAcadamh, a ghlacann le mic léinn bhaineanna ó 15 thír dhifriúla. Bíonn meascán den teoiric agus den taithí phraiticiúil san innealtóireacht, san ionformaitic agus sna heolaíochtaí nádúrtha ar an gclár. I bpróiseas an-iomaíoch, bhain seisear mac léinn OÉ Gaillimh san innealtóireacht agus san eolaíocht scoláireacht amach chun freastal ar an Acadamh ó 2017 i leith.
- An clár trí lá Innealtóireachta Sibhialta don Idirbhliain a d'éagraigh an Dr Indie Olbert i gcomhpháirtíocht le Arup Consultancy a raibh 44 dalta (41% baineann) as 21 scoil rannpháirteach ann.



Ócáid
Innealtóireachta
Sibhialta don
Idirbhliain, 2019



Acadamh Samhraidh
Idirnáisiúnta in
Innealtóireacht do
Mhná in Ollscoil
na nEolaíochtaí
Feidhmeacha, Grúpa
2019

- Tairgeadh Scoláireachtaí Boston College, SAM, a chruthaíonn eispéireas uathúil seachtaine ar champas ollscoile idirnáisiúnta chun muintearas a spreagadh do naonúr céimithe ar chlár for-rochtana Acadamh Óige OÉ Gaillimh.

I measc bhuaicphointí gníomhaíochta EDI na hInstitiúide Eolaíochta Sonraí bhí;

- Cainteanna Feasachta
- Forbairt Taighdeoirí: Sinead Beacom, Ceann, an tIonad Forbartha Taighdeoirí.
- Oilíúint i gClaontacht Neamh-Chomhfhiosach: Aoife Cooke, Ceannasaí Comhdhiseanna
- Bród LGBTQ+: Bianca Pereira agus Brendan Smith DSI agus Morgan Queeney, Oifigeach Cearta Inscne agus LGBTQ+ Chomhaltas na Mac Léinn
- Mí Ilchultúrtha
- Abhcóideacht: Saoire mháithreachais le pá do mhic léinn – san áireamh i gclár oibre na bhfóram iolrach: Cur i láthair ar Chomhionannas Inscne SFI in OÉ Gaillimh, Lónra Cleachtóirí Athena SWAN, comhairliúchán Luachanna OÉ Gaillimh, díospóireachtaí Straitéise OÉ Gaillimh.

I measc phleananna 2020/21 tá siad seo a leanas;

- Comhoibriú le Johnson & Johnson ar a dtionscnamh WISTEM2D a thacaíonn le mná i réimsí STEM2D

- Institiúid Chairte Lóistíochta agus Iompair ag réachtáil comhdháil ar Éagsúlacht sa Slabhra Soláthair
- Tá Scoil na hInnealtóireachta agus Scoil na Ríomheolaíochta ag obair chun comhiarratas Áirgid Athena SWAN a chur isteach in 2021

Buaicphointí EDI Scoileanna na Ceimice, na Matamaitice, na nEolaíochtaí Nádúrtha agus na Fisice

IarLeas-Déan EDI Choláiste na hEolaíochta: An Dr Niall Madden

Tá SATanna Athena SWAN gníomhacha ag na ceithre scoil anois. Bunaíodh trí cinn díobh sin le 12 mhí anuas. Tá sé beartaithe ag na ceithre scoil iarratas ar ghradam Athena SWAN a chur isteach in 2020. Bhí an bhéim le bliain anuas ó thaobh gníomhaíochtaí scoilbhunaithe ar ullmhú na n-iarratas seo, agus a bPleananna Gníomhaíochta Comhionannais.

Tháinig an obair seo leis na himeachtaí agus na gníomhaíochtaí rialta a bhíonn ar siúl a fhéachann lenár scoileanna a dhéanamh níos cuimsithí. Áirítear orthu sin

- Seimineár a thionóil an Coláiste, Comhaltas na Mac Léinn agus Leabharlann Uí Argadáin i bpáirt chun scrúdú a dhéanamh ar na bacainní ar rannpháirtíocht iomlán san ardoideachas, agus úsáid Téacsleabhar Oscailte agus acmhainní gaolmhara a chur chun cinn chun dul i ngleic leis na dúshláin seo
- Fostering Inclusion and Teaching Equality in a Modern Physics for Engineers Course: seimineár leis an Dr Jessica Hoehn (Ollscoil Colorado Boulder) a raibh an Dr Jessamyn Fairfield ina cheann feadhna air, Scoil na Fisice, an 9 Márta 2020.

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

Leas-Déan EDI agus Folláine: An Dr Sinéad Lydon

Struchtúir EDI CMNHS:

Tá forbairt shuntasach déanta ar rialachas agus ar struchtúir EDI in CMNHS sa bhliain acadúil reatha. Cheap an Coláiste a chéad Leas-Déan do Chomhionannas, Éagsúlacht agus Folláine i Meán Fómhair 2019 (an Dr Sinéad



*An Dr Sinéad Lydon,
Leas-Déan EDI &
Folláine*

Lydon) agus Bainisteoir Tionscadail Comhionannais agus Éagsúlachta (Tonya Watts, Uasal) i mí Feabhra 2020. Tá an fhoireann seo ag obair le chéile, i gcomhar le ceannaireacht an choláiste, chun plean gníomhaíochta agus tosaíochtaí coláiste a bhunú i ndáil le EDI agus chun clár oibre uailmhianach a chur i bhfeidhm a fheabhsaíonn dálaí oibre agus staidéir don fhoireann agus do na mic léinn go léir. Dá réir sin, chuir an Coláiste maoiniú tiomnaithe ar fáil chun tacú leis an obair atá dírithe ar EDI agus ar fholláine.

Tá sméar mhullaigh á cur ar bhallaíocht choiste Comhionannais, Éagsúlachta, Cuimsithe agus Folláine CMNHS, agus beidh sé ag feidhmiú faoi BA 20/21. Ar an gcoiste beidh ionadaithe de chomhaltaí foirne agus mic léinn a dhíreoidh ar an mbealach is fearr le dul i gcomhairle le pobal an Choláiste ar cheisteanna EDI agus folláine, tosaíocht a thabhairt do ghníomhaíochtaí chun tionchar a chinntiú do phobal an Choláiste, ag coinneáil síúil ar chur i bhfeidhm phleananna gníomhaíochta EDI na hOllscoile go háitiúil, agus ceannródáíocht a dhéanamh ar thionscnaimh nua a bhaineann le EDI agus folláine. Cé go raibh an obair in CMNHS go dtí seo dírithe den chuid is mó ar chomhionannas inscne, déanfaidh an coiste seo cinnte de go dtabharfar isteach níos mó gníomhaíochtaí EDI chun spriocréimsí mar mhíchumas, féiniúlacht inscne agus gnéasacht agus cine a chur san áireamh. Cuirfidh an Coiste struchtúr tuairiscithe ar fáil freisin do choistí EDI/Athena SWAN ag leibhéal na scoileanna lena chinntiú go bhfuil pobal an Choláiste ag obair le chéile go straitéiseach agus go héifeachtach.

Folláine:

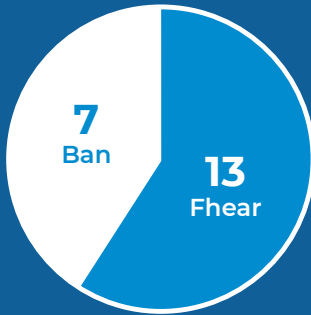
Tá baint ag an bhfolláine mar réimse láir don CMNHS le tionchar EDI ar fholláine agus le riachtanas aitheanta folláine na foirne agus na mac léinn a mheas agus a fheabhsú. Tá iniúchadh ar thacaíochtaí agus ar acmhainní d'fholláine na mac léinn agus na foirne curtha i gcrích laistigh den CMNHS, agus beidh faisnéis le bailiú agus le cur ar fáil don fhoireann agus do mhic léinn. Breithneoidh ceannaireacht an choláiste na sonraí seo chun bonn eolais a chur faoin ngá atá le tuilleadh oibre i réimse agus cineál na hoibre sin. Bailíodh faisnéis agus acmhainní a bhaineann le folláine agus scaipeadh iad ar an bhfoireann agus ar na mic léinn ar fud an CMNHS nuair a dúnadh an Ollscoil mar gheall ar COVID-19.

Athena SWAN:

Tá coistí Athena SWAN curtha ar bun i ngach ceann de na trí scoil in CMNHS. Tá Scoil an Leighis ag obair ar a nGradam Cré-umha Athena SWAN a athnuachan tar éis dóibh Gradam Cré-umha a

Athruithe ar Líon/cion na mban ag Leibhéil Shinsearacha i Scoil an Leighis:

SONRAÍ 2016



LÉACHTÓIR
SINSEARACH



OLLAMH
PEARSANTA

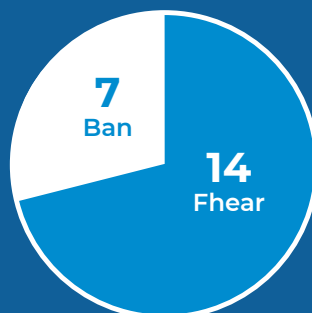


OLLAMH
BUNAITHE

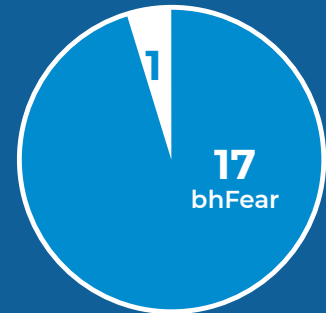
SONRAÍ 2019/20



LÉACHTÓIR
SINSEARACH



OLLAMH
PEARSANTA



OLLAMH
BUNAITHE

bhaint amach i mí na Samhna 2017. Tá an Scoil ag leanúint ar aghaidh ag cur a plean gníomhaíochta reatha chun cinn. I measc na ngníomhaíochtaí leanúnacha a cuireadh i gcrích le déanaí áirítear iad seo a leanas ar chuid díobh: Ócáid 'Humans of Healthcare' le linn Lá Idirnáisiúnta na mBan 2020 a léirigh éachtaí agus eagna gairme beirt dár gcomhaltaí foirne acadúla ban; Tithe oscailte ag ionaid taighde na Scoile chun comhaltaí foirne a thabhairt le chéile; Cúrsa Oiliúna don Oiliúnoir chun leanúint den Oiliúint Ghníomhach Slua a éascú; Rannpháirtíocht mhéadaithe na mban mar chainteoirí i Mórhabhtaí, agus; Leathnú ar shraith Tacaíochta agus Forbartha Gairme Acadúla an CMNHS. Mar atá le feiceáil sa léaráid thíos, tá níos mó ban ag leibhéal Léachtóra Shinsearaigh agus Ollaimh Phearsanta ó baineadh amach Gradam Cré-umha 2018. Tá coiste na Scoile i mbun scrúdú a

dhéanamh ar na himpleachtaí eile ar an obair go dtí seo agus na réimsí ina bhfuil gá le feabhsú.

Tá Scoil an Altranais agus an Chnáimhseachais agus Scoil na nEolaíochtaí Sláinte ag obair ar iarratais den chéad uair ar Ghradam Cré-umha. Tá na Scoileanna seo ag tabhairt faoin dúshlán a bhaineann le comhionannas inscne a mheas laistigh de dhisciplíní a bhfuil gannionadaíocht fear ag baint leo. Cuireann an dúshlán seo béim ar thábhacht an chomhionannais inscne do gach duine, toisc nach ceist na mban amháin í. Tionóladh roinnt imeachtaí sna scoileanna seo chun creat Athena SWAN a thabhairt isteach. Bhí an rannpháirtíocht go dtí seo ar fheabhas, agus thuairiscigh Scoil an Altranais agus an Chnáimhseachais ráta freagartha 100% dá suirbhé cultúir.

Tá Leas-Déan agus Bainisteoir Tionscadail E&D an Choláiste ina mbaill de choiste Athena SWAN gach Scoile. Tá siad ag obair chun tacú le forbairt agus le rath na n-iarratas agus chun a chinntiú go bhfeictear agus go ngníomhaítear ar dheiseanna comhoibrithe agus comhthionscnamh ar fud an choláiste.

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

Leas-Déan EDI: An Dr Shivaun Quinlivan

Le 12 mhí anuas, tá an Leas-Déan EDI ag obair ar roinnt tionscadal:

1. Teagasc agus foghlaim chuimsitheach a chur chun cinn
2. Athena SWAN a chur chun cinn in CBPPL.
3. Struchtúir EDI a fhorbairt i dt trí scoil an Choláiste.

Teagasc agus foghlaim chuimsitheach a chur chun cinn:

Geallann Comhshocrú an ÚAO le OÉ Gaillimh go dtacófar le forbairt iomlánaíoch ár bpobail mac léinn éagsúil. Is cuid lárnach den ghealltanais seo folláine na mac léinn agus go mothóidís muintearas laistigh dá bpobal foghlama. Tacaíonn cuimsiú le taithí oideachais níos tairbhiúla do gach mac léinn. Chun tacú leis na cuspóirí seo, rinne an Leas-Déan EDI, i gcomhar leis an Dr Lucy-Ann Buckley agus le Comhaltas na Mac Léinn dul chun cinn ar an dara bliain de phríomhthionscadal an CBPPL ar Theagasc agus Foghlaim Chuimsitheach. Tá sonraí bailithe ag an tionscadal sin (suirbhéanna, fócasghrúpaí agus agallaimh) thar dhá bhliain chun eispéireas na mac léinn a mheas. Sa bhliain acadúil 2019-2020 chuireamar oiliúint ar fáil ar theagasc agus ar fhoghlaim chuimsitheach le béim ar leith ar idirchultúrachas. Faoi dheireadh, bhí an-áthas orainn an chéad Ghradam Déin do Theagasc agus Foghlaim Chuimsitheach a bheith bronnta. Bhuaigh Danielle Martin (Coláiste na Sionna) an Gradam Aonair, agus bronnadh an Gradam Foirne ar an MSc Business Analytics (stiúrthóir an chláir:

Denis Dennehy). Ina theannta sin toisc go raibh an-chomórtas ann, tugadh moladh ar leith agus an dara háit roinnte do: Ursula Connolly (Dlí), Celine Ryan (Coláiste na Sionna) agus Noel Carroll (SBE).

Athena SWAN:

Geallann OÉ Gaillimh, i bPlean Gníomhaíochta Athena SWAN agus i gComhshocrú an ÚAO, príonsabail Athena SWAN a leabú i gcultúr na hOllscoile. Chun tacú leis na cuspóirí seo, d'aontaigh an Coláiste go ndéanfadh na trí scoil iarratas agus go dtosóimis le Scoil an Ghnó agus na hEacnamaíochta (SBE). Bhunaigh an SBE foireann féinmheasúnaithe agus tá rún aici iarratas a dhéanamh i mbabhta Aibreán 2020. Déanfaidh Scoil an Dlí iarratas ina dhiaidh sin agus tá Coiste EDI bunaithe aici d'fhonn an Coiste sin a bheith i gceannas ar an SAT ag tosú i Meán Fómhair 2020.

Struchtúir EDI:

Thosaigh an Leas-Déan EDI ag forbairt struchtúir EDI laistigh den CBPPL. Bhí Coiste Comhionannais ag SBE cheana féin mar sin dírdíodh ar Scoil an Dlí agus ar Choláiste na Sionna. Tá Coiste EDI bunaithe ag Scoil an Dlí agus tá tiomantas aici go léireofar ballraíocht ar an gcoiste seo in ualach oibre na gcomhaltaí foirne ó Mheán Fómhair 2020. D'aontaigh Coláiste na Sionna i bprionsabal an coiste EDI a bhunú, ach, bhí tionchar ag paidéim Covid-19 ar dháta tosaigh an choiste seo. Tá sé beartaithe nuair a bheidh na trí choiste ar bun go mbunófaí Coiste EDI an Choláiste agus go mbeadh cathaoirligh na gcoistí scoile ábhartha ar an gCoiste sin.



An Dr Shivaun Quinlivan, Leas-Déan EDI



Ursula Connolly (Dlí), an Breitheamh Francis Comerford, an Breitheamh Leona Theron, an Breitheamh Máire Whelan

6. ACHOIMRE AR LÍONRAÍ FOIRNE 2019/2020

Gréasán Ban na hOllscoile

Bhí Gréasán Ban na hOllscoile (UWN) ag ceiliúradh ocht mbliana ar an bhfód i Márta 2020 agus tá bród orthu bliain ghníomhach tháirgiúil a thuairisciú inar tháinig fás leanúnach ar an mballraíocht. I gcomhar le Scoil an Dlí, thionóil an Gréasán Ban dara Mórléacht Bhliantúil Sheehy Skeffington, agus cuireadh fáilte roimh an mBreitheamh Leona Theron chuig OÉ Gaillimh an 27 Meán Fómhair 2019. Bhí a muintir bocht agus d'éirigh leis an mBreitheamh Theron a bealach a oibriú go dtí an chúirt is airde i bPoblacht na hAfraice Theas. Rugadh í le linn na cindeheighilte san Afraic Theas agus tógadh í i mbaile bocht deighilte in KwaZulu-Natal. Rinne sí staidéar ar an dlí in Ollscoil Natal, agus bronnadh Scoláireacht Fulbright uirthi le tabhairt faoin staidéar i SAM. Rinne sí Máistir Dlí ansin in Ollscoil Georgetown in Washington DC agus ina dhiaidh sin d'oibrigh sí don Eagraíocht Idirnáisiúnta Saothair agus do ghnólacht aturnaetha in Los Angeles. D'fhill sí ar an Afraic Theas chun dlí a chleachtadh agus in 2017 ceapadh í ar Chúirt Bhunreachtúil Phoblacht na hAfraice Theas. Turas iontach inspioráideach a bhí aici go dtí seo. Is breitheamh inspioráideach í chomh maith. Tá aithne mhaith uirthi as roinnt breithiúnas mór le rá agus, go háirithe, as a cosaint ar chearta na mban. Mar shampla amháin, rinne sí easaontú cumhachtach ar laghdú pianbhreithe éigneora ciontaithe i gcás Nkomo – san easaontú sin chuir sí béim ar an ngá a bhaineann leis na cúirteanna teachtaireacht shoiléir a sheoladh chuig an bpobal go bhfuil rún daingean acu comhionannas, dínit agus saoirse na mban go léir a chosaint.

Labhair an Breitheamh Theron ar ábhar an chomhionannais agus fiafraíonn sí “An bhfuil gealltanais nua na hAfraice Theas maidir le fíor-chomhionannas ina réaltacht nó ina aisling fós?” Chuir sí sméar mhullaigh ar an bpáipéar inspioráideach seo le léiriú oiriúnaithe ar dhán álainn Maya Angelou, “Still I Rise.”

Is é cuspóir Shraith Mhórléachtaí Sheehy Skeffington aitheantas a thabhairt don mhisneach agus don bhuanseasmhacht a léirigh Micheline Sheehy Skeffington agus í ag labhairt faoin éagóir a léirítear do mhná anseo in OÉ Gaillimh. Tá sé deacair an fhírinn a rá os comhair iad sin atá i gcumhacht, agus go deimhin d'fhéadfaí a áitiú go bhfuil sé i bhfad níos deacra an fhírinn a rá os comhair iad sin atá i gcumhacht nuair a chuimsíonn siad sin do chairde, do chomhghleacaithe agus d'fhostóir. D'athraigh Micheline an ollscoil seo,

ach i bhfad níos suntasaí ná sin chuaigh sí féin agus an cúigear ban a lean í i bhfeidhm ar Earnáil Ardoideachais na hÉireann ar fad, chun ár leasa go léir.

Ba mhaith le Scoil an Dlí agus Gréasán Ban na hOllscoile go leanfadh an Ollscoil uirthi ag baint leas as an oidhreacht sin. Déanann an tsraith léachtaí ceiliúradh ar dhaoine a léirigh an misneach éagóir a fhógairt agus a sheas i gcoinne na hanachana. I bhfianaise seo, ba rogha oiriúnach cainteora a bhí sa Bhreitheamh Theron.

Shivaun Quinlivan, an Breitheamh Theron, Micheline Sheehy Skeffington, Rachel Hilliard

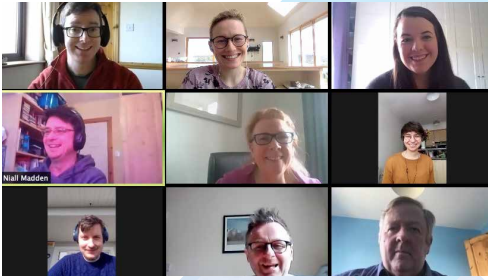


Líonra LGBT+

Bhí bliain ghnóthach agus rathúil ag Líonra Foirne LGBT+. Ar an 13 Lúnasa, shiúil baill de Líonra Foirne LGBT+, comhaltaí foirne agus mic léinn taobh thiar de bhritach OÉ Gaillimh le linn Mhórshíúil bliantúil Bróid na Gaillimhe trí lár chathair na Gaillimhe. Ina dhiaidh sin ar an 9 Nollaig, ag ócáid lóin in Ionad Uí Dhonnchadha don Drámaíocht, an Amharclannaíocht agus an Taibhléiríú, labhair Ailbhe Smyth ar an téama ‘An Pobal Aiteach ar an gCampas – Ollscoileanna mar Uirlisí chun Athrú a thabhairt i gcrích’. Ar an 3 Márta 2020, léirigh Líonra Foirne LGBT+ OÉ Gaillimh agus rinne siad ceiliúradh ar mhná a bheith i gceannas ar fhorhmhór ár n-eagraíochtaí LGBT+ áitiúla agus náisiúnta. Bhí plé painéil againn ar “Mná agus Ceannaireacht sa Phobal LGBT+” in Áras Uí Argadáin agus bhí Lisa Connell (Eagarthóir Bainistíochta, Gay Community News), Aoibhinn Keighron (Cathaoirleach, Bród na Gaillimhe) agus Sharon Nolan (Comhordaitheoir, Bi+ Ireland) inár dteannta.

Forbairt dhearfach eile a rinne an Líonra is ea go ndearnadh iarratas ar Oifig an Leas-Uachtaráin Comhionannais agus Éagsúlachta agus go bhfuarthas maoiniú do thionscadal píolótach dar teideal Mapping LGBTQ+ Lives at NUI Galway a bhfuil sé mar aidhm aige iniúchadh a dhéanamh ar ról OÉ Gaillimh agus eile i ngníomhaíocht

Ag leanúint lenár
ngníomhaíochtaí i ngéarchéim
Covid-19 – Maidin chaife LGBT+,
Dé Luain, 6 Aibreán 2020



Painéal
Ceannaireachta
na mBan le Caroline
Loughnane, Aoife Cooke,
an tOll. Carmel Malone, an
tOll. Anne Scott, an Dr Orla
Flynn (Uachtarán, GMIT), an
tOll. Laoise McNamara

agus i saol cultúrtha LGBT+ i nGaillimh agus in
iarthar na hÉireann. Níl an tionscadal seo ach ina
thús agus táthar ag súil go dtosófar ag bailiú sonraí
go luath, faoi réir shrianta COVID 19.

An Líonra Foirne Idirnáisiúnta (ISN)

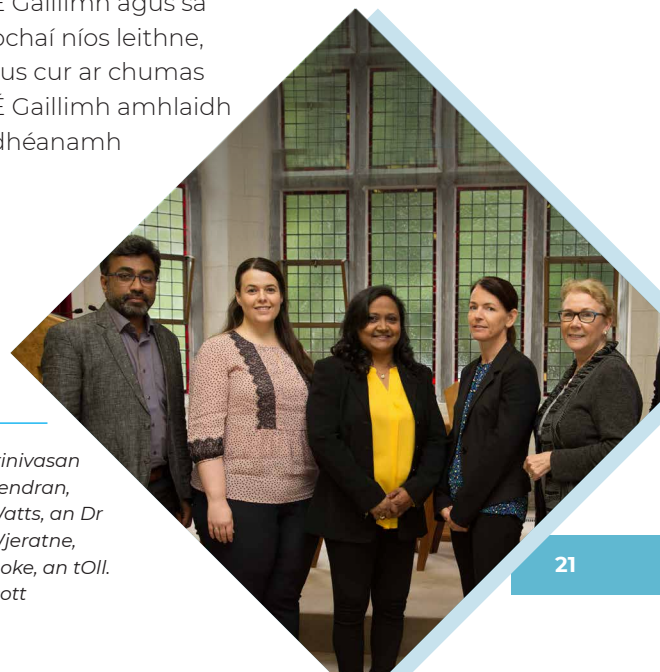
Le linn na bliana acadúla 2019/2020, tosaíodh
agus rinneadh dul chun cinn ar fhorbairt líonra do
chomhaltaí foirne idirnáisiúnta in OÉ Gaillimh. Ar
an 28 Bealtaine 2019 tionóladh an chéad chruinniú
líonraithe d'fhoireann idirnáisiúnta agus do chairde.
Áiríodh leis an imeacht seo plé painéil inar pléadh
na dúshláin agus na deiseanna a bhaineann le
hidirnáisiúnta. I mí an Mheithimh 2019, seoladh léiriú
spéise chuig an bhfoireann uile páirt a ghlacadh
i bhforbairt an líonraithe seo, agus thug breis is
70 freagra air agus ghlac 23 ról ceannaireachta i
nGrúpa Stiúrtha Forbartha.

I mí Iúil 2019, rinne an Grúpa Stiúrtha Forbartha
suirbhé gairid orthu siúd a chuir spéis sa líonra le fáil
amach cérbh iad príomhchuspóirí an líonraithe dar
leis an bhfoireann. Áiríodh feasacht idirchultúrtha
agus comhionannas deiseanna agus acmhainní
mar riachtanais fhollasacha, mar aon leis na
tacaíochtaí sóisialta ar féidir le líonra foirne a chur
ar fáil. Ina dhiaidh sin thosaigh foghrúpa ag obair ar
bhunreacht a chur i dtoll a chéile le haidhmeanna
agus le cuspóirí an líonraithe nua seo a leagan
amach. I mí na Samhna 2019, rinneadh Bunreacht

ISN a fhaomhadh trí vóta na mball agus bunaíodh
an líonra go foirmiúil.

Faoi Eanáir 2020, chuir baill den Ghrúpa Stiúrtha
Forbartha iad féin chun tosaigh ar bhonn
deonach do ról cheannaireachta ar an gCoiste
Feidhmiúcháin nuabhunaithe. Lean an Coiste
Feidhmiúcháin chun cinn ag súil leis an ISN a
sheoladh go foirmiúil i Márta 2020 ach cuireadh
imeacht an tseolta fhoirmiúil ar athló de bharr
phaindéim COVID-19. Tá súil ag an gCoiste
Feidhmiúcháin go réachtálfar imeacht seolta ina
gceiliúrfar agus ina mbaileofar le chéile comhaltaí
foirne idirnáisiúnta sa bhliain acadúil nua.
Idir an dá linn, seoladh an Líonra go fóirúil ar an
7 Bealtaine le **focal fáiltithe agus tacaíochta
ón Uachtarán Ciarán Ó hÓgartaigh**, mar aon le
moladh do gach comhalta foirne idirnáisiúnta a
gcuid ballraíochta a chlárú agus dul i dteagmháil
leis an Líonra. Cé nár ceiliúradh bunú an Líonra go
foirmiúil fós, tá an ISN bunaithe agus ag obair go
dian le teagmháil a dhéanamh le comhghleacaithe
OÉ Gaillimh chun ár gcomhluachanna lena
n-áirítear meas agus oscailteacht a bhaint amach, a
bhuíochas le fíis agus le hobair sheasta ár gcomhaltaí
foirne idirnáisiúnta díograiseacha. Nuair a cuireadh
tús leis an líonra bhí sé i gceist glór agus fíis shoiléir
ar mhaithe le cuimsiú agus le hionadaíocht in OÉ
Gaillimh a chur ar fáil. Agus muid ag dul chun cinn
is iad seo a leanas ár bpríomhchuspóirí:

- Leasa na foirne idirnáisiúnta in OÉ Gaillimh a
chosaint agus a chur chun cinn
- Timpeallacht chuimsitheach a chruthú do
chomhaltaí foirne de gach náisiúntacht in OÉ
Gaillimh
- Éascaíocht a dhéanamh ar líonrú sóisialta agus
gairmiúil do chomhaltaí foirne idirnáisiúnta
- Ionadaíocht a dhéanamh agus feasacht a
mhúscailt ar ábhar imní na gcomhaltaí foirne
idirnáisiúnta
- Cur le cultúr na héagsúlachta, na
cuimsitheachta agus an chomhionannais, in
OÉ Gaillimh agus sa
tsochaí níos leithne,
agus cur ar chumas
OÉ Gaillimh amhlaidh
a dhéanamh



An Dr Srinivasan
Raghavendran,
Tonya Watts, an Dr
Dinali Wjeratne,
Aoife Cooke, an tOll.
Anne Scott

7. TUAIRISCIÚ AR BHEARNA PHÁ IDIR NA HINSCNÍ - BLIAIN 2

Chuir Oifig an Leas-Uachtaráin Comhionannais agus Éagsúlachta (OVPED), le tacaíocht ó Fhoireann Bainistíochta na hOllscoile (UMT), tús le Tionscadal na Bearna Pá idir na hInscní (GPG) in OÉ Gaillimh agus rinne ár gcéad GPG do shonraí párolla 2018 a thuairisciú i dtuarascáil bhliantúil EDI 2018/19. D'oibrigh grúpa oibre a raibh baill den OVPED, Nicola McNicholas, Uasal agus an Dr Niall Madden rannpháirteach ann le comhairleoirí seachtracha, PwC d'fhonn an tuarascáil GPG don bhliain 2019 bunaithe ar shonraí párolla ó Mhárta 2019 a réiteach. Ceapadh PwC le hoibriú i dteannta leis an Ollscoil chun anailís bhliantúil a dhéanamh ar an mbearna phá don dá bhliain atá le teacht agus chun comhairle a thabhairt maidir leis na riachtanais tuairiscithe náisiúnta is dóichí, i riocht agus go mbeifear ullamh don tráth a mbeidh tuairisciú bliantúil GPG ina riachtanas dlíthiúil in Éirinn. I Straitéis 2020-2025 tá tiomantas tugtha ag OÉ Gaillimh do chúngú suntasach a dhéanamh ar an mbearna phá thar shaolré na straitéise. Tá an GPG deartha lena mhéad a dhéantar ionadaíocht ar mhná go cothrom ar fud eagraíochta a léiriú, i dtéarmaí tuarastail. Is í an difríocht sa mheánphá in aghaidh na huairé do mhná i gcóimheas le macasamhail na bhfear in eagraíocht ar leith, beag beann ar an obair, ar an ról, nó ar sinsearachta atá i gceist².

Níor chóir GPG a mheascadh leis an gcoincheap pá comhionann as obair chomhionann (cothroime phá). Cé go mbíonn tionchar ag ceisteanna maidir le cothroime phá ar an mbearna phá is amhlaidh freisin go mbíonn tionchar ag gnéithe tábhachtacha eile air amhail comhdhéanamh agus srathú an lucht saothair. Rinneadh athbhreithniú ar mheántuilleamh na foirne acadúla san Ollscoil, mar chuid dár n-iarratas Cré-umha Athena Swan, agus léiríonn na torthaí go follasach nach bhfuil fadhb maidir le cothroime phá ag OÉ Gaillimh. Mar a bheifí ag súil leis i bhfianaise ár bpróifíle agus fearacht go leor institiúidí in Éirinn agus go leor ollscoileanna go hidirnáisiúnta, tá bearna shuntasach phá idir na hInscní in OÉ Gaillimh³. Mar sin féin is deas linn a thuairisciú go bhfuil feabhas 2% tagtha ar ár GPG ó rinneadh tuairisciú na bliana seo caite.

An Bhearna Phá idir na hInscní, OÉ Gaillimh: Sonraí, 31 Márta 2019

Is é 17.9% an mheánbhearna phá idir na hInscní, is é 12.0% an bearna airmheánach phá idir na hInscní

CATAGÓIR	MEÁNBEARNA	BEARNA AIRMHEÁNACH
2019	17.9%	12.0%
2018	20.0%	18.4%

OÉ Gaillimh v Institiúidí Tríú Leibhéal na Ríochta Aontaithe – Is é 15.1% an mheánbhearna phá thar an 228 Institiúid Ardoideachais sa Ríocht Aontaithe mar a thuairiscigh an THES i mí Feabhra 2020. Is é 14.8% an bearna airmheánach phá thar an 228 institiúid.

Is follasach an feabhsú ar an mbearna phá idir na hInscní in OÉ Gaillimh sna trí mhórchatagóir foirne:

CATAGÓIR	MEÁNBEARNA	BEARNA AIRMHEÁNACH
Foireann Acadúil 2019	21.3%	5.9%
Foireann Acadúil 2018	23.2%	11.8%
Foireann Seirbhísí Tacaíochta 2019	12.8%	10.2%
Foireann Seirbhísí Tacaíochta 2018	14.4%	16.8%
Foireann Taighde 2019	6.7%	0.0%
Foireann Taighde 2018	7.6%	0.0%

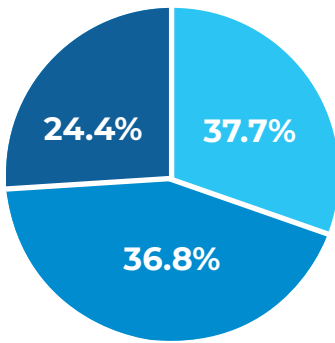
Ríomhtar an bearna phá i bhfianaise an 2,316 fostaí, ar fud gach catagóir foirne in OÉ Gaillimh.

²I gcás na foirne ar rátaí in aghaidh na huairé úsáidtear an fíor-ráta sna ríomhanna GPG. I gcás na gcomhaltai foirne sin nach bhfuil ar rátaí in aghaidh na huairé tá an ráta in aghaidh na huairé bunaithe ar thuarastal bliantúil arna roinnt ar 52 (seachtain) roinnte ar na huairéanta cúf in aghaidh na seachtaine de réir chonradh na catagóire foirne.

³Is éard atá i gceist le tuairisciú ar bhearna phá idir na hInscní ná an bearna mheánach agus airmheánach phá a thuairisciú. Is meán atá i gceist leis an meánbhearna phá idir na hInscní. Ríomhtar é trí thuarastail/tuilleamh na bhfostaithe fireanna agus bainéanna go léir a shuimiú agus a roinnt ar líon na bhfostaithe. Is í an bearna phá an difríocht idir na meánfhigiúirí (ar an meán) d'fhir agus do mhná, a thuairiscítear mar chéatadán de thuarastal/tuilleamh na bhfear. Ríomhtar an bearna airmheánach phá idir na hInscní trí thuarastail/tuilleamh na bhfear agus na mban a liostú ón gceann is airde go dtí an ceann is ísle agus an uimhir atá sa lár don dá inscne a chur i gcomparáid. Is í an mheánbhearna phá an figiúr is coitianta a thuairiscítear. Baintear úsáid as an bhfigiúr airmheánach pá chun eisceachtaí a láimhseáil – nuair a thuilleann duine amháin i bhfad níos mó ná an chuid eile den fhoireann.

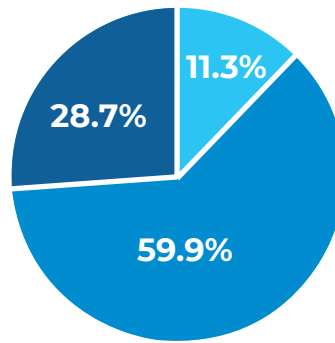
Foireann OÉ Gaillimh de réir catagóire, cineál conartha, stádais (Márta 2019)

AONÁN FOSTAÍOCHTA



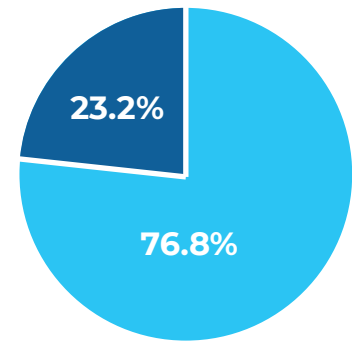
Acadúil
Riarachán
Taighde

CINEÁL CONARHTHA



Éiginnte
Buan
Sealadach

STÁDAS FOSTAITHE



Lánaimseartha
Páirtaimseartha

Seo a leanas roinnt de na bearta atá á ndéanamh ag OÉ Gaillimh chun an GPC a laghdú:

1. Tionscadal Arduithe Céime ina ndírítear ar arduithe céime chuig léachtóir sinsearach agus ollamh pearsanta – tacóidh an tionscadal le suas le 15 bhean in aghaidh na bliana ullmhú d'arduithe céime.
2. Táthar ag déanamh monatóireacht cháiréiseach ar ghrúpa iarratasóirí agus ar ghearrliostaí le haghaidh gach post sinsearach, gairmiúil agus acadúil. Is éard atá i gceist leis seo go bhfuiltear ag iarraidh go mbeidh ar a laghad 30% d'iarrthóirí bainearna i ngrúpaí iarratasóirí do gach post agus go mbeidh dáileadh 50:50 i ngearrliostaí do gach post sinsearach – ó thús na bliana acadúla 2019/2020 amach.
3. Cuireadh tús le próiseas ardaithe céime rollach maidir le hardú céime chuig Léachtóir Sinsearach agus chuig ollamh pearsanta (le dhá phointe iarratais gach bliain) i mí na Nollag 2019.
4. Tá sé i gceist Grád an Ollaimh Chomhlaigh a thabhairt isteach an athuir i Lúnasa 2021.
5. Tá deontais taighde do chúramóirí acadúla ag filleadh agus deontais d'fhorbairt acmhainne taighde Athena SWAN (suas le 10 in aghaidh na bliana) ar fáil ón mBliain Acadúil 2016-2017 i leith agus tá siad seanbhunaithe anois.
6. Táthar ag déanamh monatóireacht ar iarratais agus ar thorthaí na scéime Coinneála de réir inscne agus táthar ag déanamh tuairisciú bliantúil don Chomhairle Acadúil, EDICC agus Údarás na hOllscoile ó Mheitheamh 2019.
7. Tá an Stiúrthóir AD i dteagmháil le píaraí ar fud earnáil na hollscoile le dul chun cinn a dhéanamh ar chur chuige earnála i leith Creat Mheastóireachta Poist a fhorbairt d'Fhoireann Riaracháin/Theicniúil. Is ceist shuntasach i gcónaí í seo d'earnáil na hollscoile in Éirinn ó chuir an Creat Rialaithe Fostaíochta cosc

ar arduithe céime a thabhairt d'fhoireann riaracháin/theicniúil.

8. Tá tacaíochtaí d'fhorbairt gairme agus ceannaireachta – Clár Forbartha Ceannaireachta Aurora ar fáil do suas le 20 bean in aghaidh na bliana ó gach catagóir foirne. Tá cláir forbartha gairme, cláir mheantóireachta agus/nó cláir chóitseála ar fáil do gach comhalta foirne OÉ Gaillimh.
9. Tá grúpa oibre faoi stiúir AD ar Fhostaíocht Neamhbhuan – ag socrú an t-am i láthair agus ag pleanáil don toadhcháí.
10. Tá an creat inniúlachta do ghráid riaracháin sa tréimhse phiolótach phleanála faoi láthair. Tá sé i gceist ag AD é seo a chur i bhfeidhm sa bhliain acadúil 2020/2021.
11. Cláir oiliúna do ghráid riaracháin, i.e. Gráid 2 - 5, chun a gcuid scileanna a fhorbairt do ról amach anseo.

Tá tiomantas tugtha ag OÉ Gaillimh iniúchtaí agus tuairisciú bliantúil a dhéanamh ar an GPG.



An Dr Niall Madden, Iar-Leas-Déan EDI, Coláiste na hEolaíochta agus ball de Chrúpa Stiúrtha GPG OÉ Gaillimh

8. MEASTÓIREACHT AR AN gCLÁR AURORA (2015-2019)

Lennita Ruggi, iarrthóir PhD, Ionad Léann Domhanda na mBan.



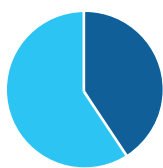
Idir Lúnasa 2015 agus Lúnasa 2019, thacaigh OÉ Gaillimh le 75 bean páirt a ghlacadh sa chlár Aurora. Is clár forbartha ceannaireachta do mhná amháin é Aurora a chuirtear ar fáil do mhná atá ag feidhmiú suas go leibhéal an léachtóra shinsearaigh nó ag leibhéal coibhéiseach sna seirbhísí gairmiúla, a bhfuil spéis acu na bealaí chun cinn i dtreo ceannaireachta san ardoideachas a fhiosrú. Bhunaigh Advance HE an clár le dul i ngleic le gannionadaíocht sheasta na mban i bpoist cheannaireachta san ardoideachas.

I mí na Nollag 2019, tugadh cuireadh do rannpháirtithe freagra a thabhairt ar shuirbhé anaithnid chun a dtaithe a mheas agus cur chuige fianaise-bhunaithe a sholáthar le fáil amach ar thug, agus cá mhéad is a thug, rannpháirtíocht sa chlár spreagadh agus/nó tacaíocht do mhná in OÉ Gaillimh deis cheannaireachta a thapú. Fuarthas 41 freagra ar an suirbhé.

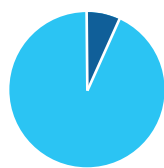
Freagróirí de réir Chatagóir na Foirne



52%
Acadúil



40%
Taighde



7.5%
Seirbhísí
Tacaíochta/
Gairmiúla

I measc na bhfreagróirí, bhí 92.5% ina gcomhaltaí foirne buana, bhí 97.5% ag obair go páirtaimseartha, agus bhí 80% ag obair in OÉ Gaillimh le breis is 10 mbliana. Bhí formhór (88%) idir 36 agus 55 bliain d'aois agus bhí 79% ina gcainteoirí dúchais Béarla. B'Éireannaigh iad formhór na bhfreagróirí (80%), ba as tíortha Eorpacha eile do 14% agus ba as tíortha neamh-OECD do 5%. I dtaca le heitneacht de, ba mar dhuine geal, Éireannach, Cugasach nó Eorpach a rinne 82% de fhreagróirí cur síos orthu féin agus thogair an 18% de na rannpháirtithe eile gan freagra a thabhairt ar an gceist seo. Thug 90% de fhreagróirí

le fios go raibh siad heitrichnéasach, thug níos lú ná 1% le fios go raibh siad déghnéasach, agus thogair 7.5% gan a gclaonadh gnéasach a nochtadh. Dhearbhaigh níos lú na 1% de fhreagróirí go raibh míchumas orthu agus thug níos lú ná 1% le fios go raibh siad trasinscneach. Thug 80% de fhreagróirí le fios go raibh dualgas cúraim amháin nó níos mó ná dualgais cúraim amháin orthu.

Rinne rannpháirtithe meastóireacht dhearfach ar an gClár Aurora tríd is tríd:

- D'aontaigh 72.5% gur éirigh leis an gclár dul i ngleic lena gcuid dúshlán ceannaireachta (i gcomparáid le 22.5% a d'easaontaigh leis sin agus 5% a thogair gan freagra a thabhairt).
- D'aontaigh 65% go raibh tábhacht nó an-tábhacht le páirt a ghlacadh sa chlár Aurora i dtaca lena spriocanna gairme de. Bhain freagraí na bhfreagróirí ar an gceist leis an tairbhe a baineadh as páirt a ghlacadh sna roghanna ar leith 'féinmhuinín mhéadaithe', 'líonra fairsingithe', agus an fhorbairt ar 'eolas, scileanna agus iompar ceannaireachta', a roghnaigh níos mó ná 50% de fhreagróirí.
- Mheas formhór na bhfreagróirí (83%) go mbeadh tairbhe nó an-tairbhe le baint as freastal ar chlár ceannaireachta a d'éascófaí go seachtrach, cé go bhfuair foireann taighde easpa tacaíochta óna scoileanna i dtaca le costais taistil i gcásanna áirithe.
- Dúirt 87% de fhreagróirí gur thug siad faoi dheiseanna ceannaireachta ó ghlac siad páirt sa chlár Aurora, cé go raibh níos lú ná 5% nár thug. Orthu siúd nár thug, luaigh 15% gurbh easpa deise, luaigh 8% gurbh easpa ama agus thug ní ba lú ná 5% le fios gurbh iad cúinsí pearsanta ba chúis leis sin. Níor luaigh aon fhreagróir easpa muiníne mar chúis nár thug siad faoi dheiseanna ceannaireachta.

Thug rannpháirtithe le fios gur dúshlánaí iad dúshláin cheannaireachta institiúideacha ná dúshláin phearsanta agus dúirt siad go gcuirfí fáilte roimh thairiscint ar bhreis oiliúna ceannaireachta.



*Lennita Ruggi,
iarrthóir PhD*

9. TIONSCNAMH DO CHEANNAIREACHT SHINSEARACH ACADÚIL (SALI)

Seoladh an Tionscnamh SAL arna réachtáil ag an Údarás um Ard-Oideachas thar ceann na Roinne Oideachais agus Scileanna (DES) i Meitheamh 2019. Is príomhchuspóir de chuid an tionscnaimh iarrthóirí ban den chéad scoth a mhealladh ó earnálacha an Ardoideachais faoi láthair agus ón gcoigríoch. Cuideoidh an tionscnamh le líon na mban a mbíonn páirt acu sna próisis chinnteoireachta in institiúidí Ardoideachais a mhéadú, mar a mholtar i Straitéis Choimisiún na hEorpa i dtaca le Comhionannas sa Chinnteoireacht a Chur Chun Cinn.

Tar éis próiseas iomaíoch a bhain leis an gcéad ghlaio de thrí ghlaioch bhliantúla ar iarratais ó institiúidí Ardoideachais, rinne an tÚdarás um Ardoideachas faomhadh ar dhá phost shinsearacha ceannaireachta acadúla do OÉ Gaillimh i réimse na hInnealtóireachta agus i réimse Sláinte Daoine Scothaosta le cuidiú le dlús a chur le cothroime inscne ag leibhéil shinsearacha agus le cuidiú le comhionannas in earnáil an ardoideachais.

Is poist nua iad na poist bhreise seo do OÉ Gaillimh agus don earnáil, agus maoiníofar iad trí mhaoiniú nua agus breise a chuirfidh an DES ar fáil go sainiúil d'fhonn cothroime inscne a chur chun cinn i measc na foirne acadúla ag leibhéil shinsearacha. Maoiníodh poist shinsearacha ceannaireachta acadúla nua agus bhreise i réimsí:

- ina bhfuil fianaise fhollasach ar ghannionadaíocht shuntasach inscne;
- ina mbeidh tionchar suntasach ag an gceapachán seo laistigh den dámh/roinn/aonad feidhmiúil agus den Institiúid Ardoideachais;
- ina mbeadh caoi chomhréireach éifeachtach le hathrú géaraithe agus inbhuanaithe a bhaint amach laistigh d'institiúid.

Rinne painéal measúnaithe de Shaineolaithe Idirnáisiúnta a raibh deich mball páirteach ann, a raibh saineolas ar chomhionannas inscne ag gach aon bhall, agus a raibh saineolas i réimse leathan

agus ag leibhéal straitéise acu chomh maith, na hiarratais a mheas.

Tháinig an Painéal Measúnaithe ar bhreithiúnas ginearálta caighdeáin agus thug siad moltaí deiridh don ÚAO. D'fhonn tionchar ar bhonn náisiúnta agus ar fud na hearnála a bheith i gcomhréir le sainchuspóirí an tionscnaimh a bhaint amach, mhol an Painéal go ndéanfaí dhá phost ar a mhéad do gach Institiúid Ardoideachais a mhaoiniú. Ba é an aidhm a bhí leis an moladh seo a chinntiú go mbainfí leathadh institiúideach agus geografach amach le cuidiú le dlús a chur le cothroime inscne ag leibhéil shinsearacha ar fud chóras ardoideachais na hÉireann.

Ag éirí leo na poist mar Ollamh Bunaithe le hInnealtóireacht agus Ollamh Bunaithe le Sláinte Daoine Scothaosta agus Comhairleoir Seanliachta a dhaingniú, faoi choimirce an tionscnaimh seo, shonraigh an Painéal Measúnaithe an méid seo a leanas:

“Tá OÉ Gaillimh ag gabháil go gasta sa treo ceart le teann díocaís. Léiríonn na hiarratais an-dul chun cinn agus an-mhachnamh criticiúil, le tagairtí iomadúla don Phlean Gníomhaíochta Inscne. Ní hamháin go bhfuil go leor moltaí ó Ghrúpa Saineolaithe an ÚAO curtha i gcrích, ach tá bearta breise curtha i bhfeidhm freisin. Tá an-dúthracht léirithe ag an bhfoireann ceannaireachta agus tá aird cháiréiseach dírithe acu ar na constaicí tábhachtacha i ndul chun cinn gairme.”



Maíread Noyager, Stiúrthóir Acmhainní Daonna, Diageo plc., ag labhairt ag Seimineár Bliantúil OÉ Gaillimh/Athena Swan – Mná i mbun Ceannaireachta, Deireadh Fómhair 2019

10. AN TEOLAS IS DEIREANAÍ I DTACA LE CLÁIR OIBRE CHOISTE CAMPAIS COMHIONANNAIS, ÉAGSÚLACHTA AGUS CUIMSITHE (EDICC)

Míchumas

Tugadh Treoir na Foirne maidir le Míchumas san Ionad Oibre chun críche agus cuireadh i bhfeidhm i measc comhaltaí foirne í sa Bhliain Acadúil 2019/20. Cuireadh tús le hoiliúint i bhfeasacht ar mhíchumas chun tacú le cur i bhfeidhm threoir na foirne i mí Feabhra 2020. Is do gach comhalta foirne an oiliúint seo agus go háirithe, d'aon chomhalta foirne atá freagrach as comhalta foirne eile i.e. bainisteoirí líne agus príomhthighdeoirí.

Bunaíodh Fóram Inrochtaineachta Traschampsais in 2019, le hionadaithe ó Chomhaltas na Mac Léinn, Cumann Impact, an tSeirbhís Tacaíochta Míchumais, Oifig an Leas-Uachtaráin Comhionannais agus Éagsúlachta agus Foirgnimh agus Eastáit. Chas an fóram le chéile trí huairte i gcaitheamh na bliana le freagra ildisciplíneach a thabhairt ar cheisteanna rochtana a bhí ag teacht chun cinn ar an gcampas.

Sruth Oibre Rochtana

Tá ról ceannasach glactha ag OÉ Gaillimh maidir le rannpháirtíocht san ardoideachas in Éirinn a fhairsingiú le scór bliain anuas, go háirithe mar cheannródaí i bhforbairt na gclár rochtana. Cé go bhfuil athrú tagtha ar an áit ina bhfuil an tIonad Rochtana i struchtúr na hOllscoile le himeacht ama, is seasta an tábhacht a bhaineann leis mar chroípháirt de chlár oibre OÉ Gaillimh i dtaca le comhionannas, éagsúlacht agus cuimsiú de. Tacaíonn bunú an tsrutha oibre go mór le hiarrachtaí na hOllscoile cur chuige córasach agus straitéiseach a ghlacadh i leith príomhshruthú a dhéanamh ar ár gclár oibre rannpháirtíochta atá ag leathnú i gcónaí. In Fís i gCoiteann, Múnlaíthe ag Luachanna de chuid OÉ Gaillimh sonraítear gníomhaíochtaí sainiúla a bhaineann leis an sprioc seo lena n-áirítear príomhghníomhaíochtaí 2025 i dtaca le rochtain agus cuimsiú, go háirithe na croíluachanna i dtaca le hOscailteacht agus Barr Feabhais in OÉ Gaillimh.

Cuirfidh an tIonad Rochtana, an tIonad Foghlama agus Forbartha Gairmiúla d'Aosaigh agus Coláistí go mór leis na spriocanna seo; cuirfidh cur chuige trasinstitiúideach an cheannaireacht agus an fócas straitéiseach chun cinn leis na spriocanna maidir le rochtain a fhairsingiú agus rannpháirtíocht na mac léinn a leabú i ngach gné d'obair na hOllscoile.

Chas an Grúpa Oibre Rochtana le chéile den chéad uair i mí Feabhra 2020. Bhí ionchur suntasach ag an Dr Neil Spears, Ollscoil

Dhún Éideann (UoE), ag an gcéad chruinniú, agus díriodh ar na ceisteanna sóisialta agus ar na struchtúir a ndeachaigh UoE i ngleic leo; lena n-áiríodh bail agus staid straitéiseach na hoibre seo agus mar a thagann sé le luachanna na hollscoile. Chuir an t-ionchur seo comhthéacs leis an obair agus chuir sé ar chumas an Ghrúpa Oibre tosaíochtaí maidir le réimsí gníomhaíochta a bhunú don bhliain atá le teacht.



An Dr Neil Spears, Ollscoil Dhún Éideann

Comhionannas Inscne: Déanann OÉ Gaillimh beart de réir briathair i dtaca le Comhionannas Inscne BA 2016/17 – BA 2019/20

Cuirtear príomhghníomhaíochtaí le comhionannas inscne a chur chun cinn i láthair faoi cheithre chatagóir; Ceannaireacht & Rialachas, Polasaithe agus Nósanna Imeachta, Forbairt Acmhainne & Oiliúint agus Monatóireacht & Cur i bhFeidhm.

Ceannaireacht agus Rialachas

Ó 2016, tá struchtúir láidre bunaithe ag OÉ Gaillimh d'fhonn ceannaireacht, freagracht agus léargas i dtaca le comhionannas inscne agus éagsúlacht a chur ar fáil:

- Ceapadh Leas-Uachtarán Comhionannais agus Éagsúlachta in 2016
- Bunaíodh Oifig an Leas-Uachtaráin Comhionannais agus Éagsúlachta le beirt chomhaltaí foirne lánaimseartha
- 3 Choiste Institiúideacha dírithe ar Chomhionannas; EDIC, EDICC, SAT Institiúideach Athena SWAN
- Leas-Déan Comhionannais, Éagsúlachta, agus Cuimsithe i ngach Coláiste
- Plean Gníomhaíochta do Chomhionannas Inscne (GEAP) i bhfeidhm ó Mheán Fómhair 2016, faomhadh an dara GEAP i Meitheamh 2019

- Grúpa Comhairleach Seachtrach: Cuirteanna bliantúla - tuarascálacha curtha faoi bhráid Fhoireann Bainistíochta na hOllscoile agus Údarás na hOllscoile
- Riachtanas faoi chomhair cothroime inscne ar choistí, painéil mheasúnaithe earcaíochta agus ardaithe céime agus grúpaí oibre (ar a laghad 40% fir agus 40% mná). Déantar cothroime inscne ar choistí a iniúchadh agus a thuairisciú go bliantúil.

Torthaí Iniúchadh 2019:

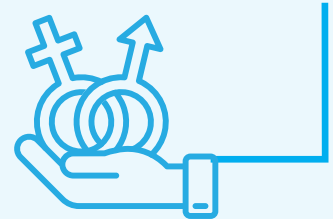
BALLRÁÍOCHT AN CHOISTE MAR A BHÍ I LÚNASA 2019	MNÁ	FIR
Údarás na hOllscoile	44%	56%
An Chomhairle Acadúil	46%	54%
Foireann Bainistíochta na hOllscoile	40%	60%
Fóram Stiúrthóirí Seirbhísí Tacaíochta	55%	45%
Cathaoirleach ar Choistí (don 107 coiste lánach/coláiste/scoile)	44%	56%

Tá **66%** de choistí ar an iomlán lánchomhlíontach, i.e. tá ar a laghad 40% fir agus mná ar choistí.

Tá **85%** de choistí lánacha lánchomhlíontach.

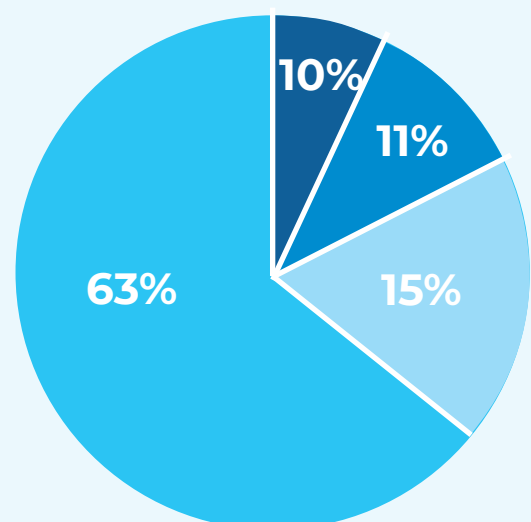
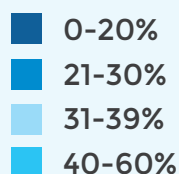
Tá **≥ 30%** fir agus mná ar

81% de choistí ar an iomlán.



COMHLÍONADH I NDÁIL LE COTHROIME INSCNE

98 Coiste Coláiste/ Scoile






Polasaithe agus Nósanna Imeachta

Trí pholasaithe agus nósanna imeachta níos fearr a chur i bhfeidhm, tugadh tacaíocht don fhoireann comhionannas deiseanna a bhaint amach maidir le hardú céime agus earcaíocht

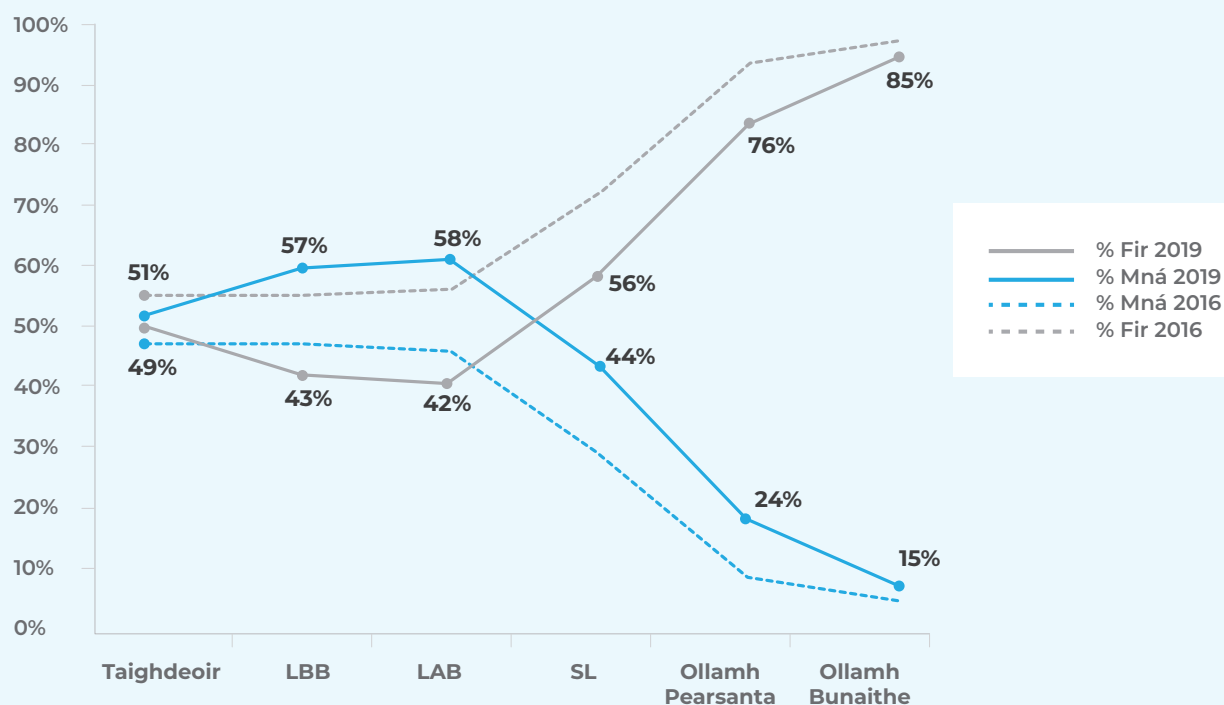
- Boird agallaimh atá cothrom ó thaobh inscne de (40% fir agus 40% mná ar a laghad)
- Monatóireacht ar chothromaíocht inscne i ngrúpaí iarratasóirí agus gearrliostaí le haghaidh earcaíochta agus ardaithe céime
- Déantar saoire a bhaineann le cúram a chur as an áireamh go cuí i scéimeanna ardaithe céime chun míbhuntáiste a mhaolú

EARCAÍOCHT ACADÚIL 2019

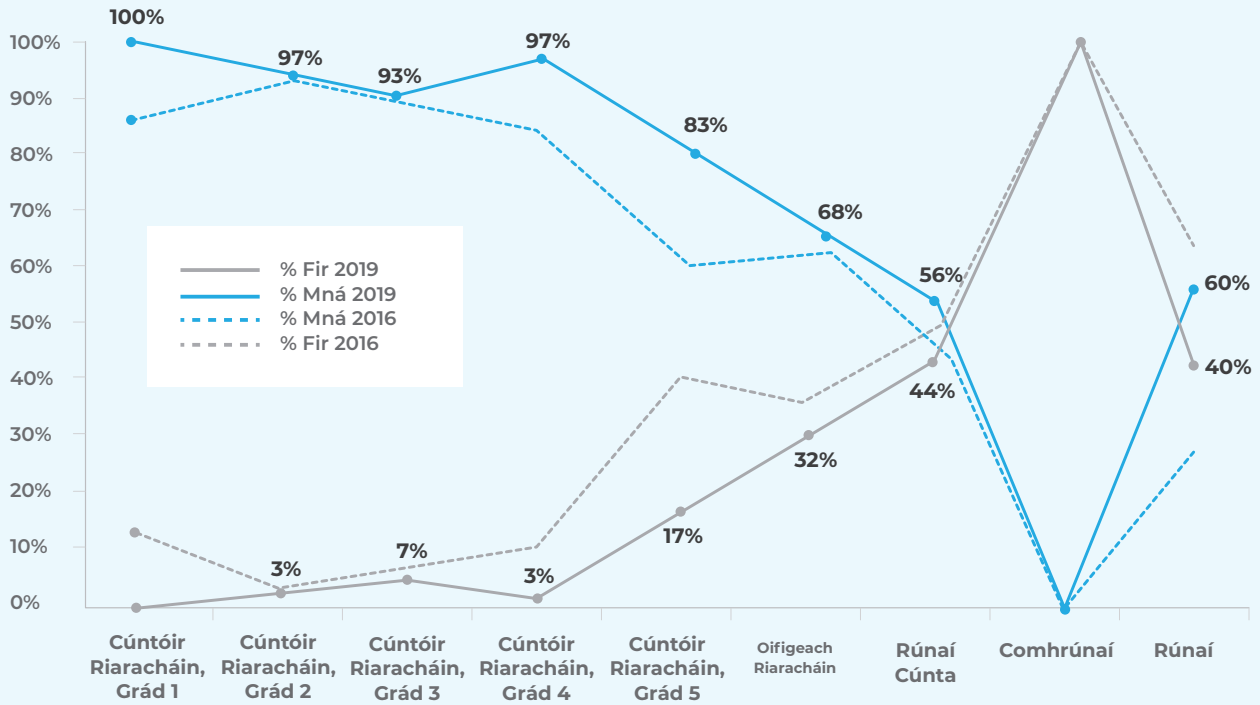
	MNÁ 	FIR 	% BAINEANN 
OLLAMH			
Líon na nIarratasóirí	47	150	24%
Líon ar éirigh leo	3	3	50%
OLLAMH PEARSANTA			
Líon na nIarratasóirí	28	83	25%
Líon ar éirigh leo	4	1	80%
LÉACHTÓIR SINSEARACH			
Líon na nIarratasóirí	27	52	34%
Líon ar éirigh leo	3	3	50%
LÉACHTÓIR			
Líon na nIarratasóirí	411	609	40%
Líon ar éirigh leo	38	21	64%

Is é an tionchar a bhí acu seo ar ardú céime acadúil agus ar fheachtais earcaíochta ó 2016 ná go bhfuil ionadaíocht níos mó ag mná i ngráid acadúla shinsearacha.

Mhéadaigh líon na mban ag Grád Léachtóra Shinsearaigh ó 33% go 44% agus mhéadaigh líon na mban ag Grád Ollaimh Phearsanta ó 16% go 24%. Ar an iomlán, is ionann mná faoi láthair agus 20% de na hOllaimh (EP & PP).

GAIRM ACADÚIL 2016-2019

GAIRM RIARACHÁIN 2016-2019



SPRIOCANNA GEAP 2

GRÁD	2020	2022	2024
Ollamh (EP & PP)	25%	26%	28%
Léachtóir Sinsearach	45%	47%	50%
Comhrúnaí	20%	30%	40%
Príomhoifigeach Teicniúil	10%	20%	25%
Leabharlannaí	42%	45%	50%
Foirgnimh & Eastáit	Clár Printíseachta Gníomhach Bunaithe		

Cé go bhfuil áthas ar OÉ Gaillimh dul chun cinn suntasach a fheiceáil le ceithre bliana anuas, is léir go mbeidh iarracht agus tiomantas leanúnach ag teastáil chun comhionannas inscne a bhaint amach. Trí GEAP 2, tá spriocanna leagtha síos in

OÉ Gaillimh maidir le hionadaíocht a dhéanamh ar mhná ag gráid éagsúla sna cúig bliana amach romhainn. I Seirbhísí Gairmiúla is é grád an Chomhrúnaí an t-aon ghrád nach bhfuil aon bhean ann.

Inniúlacht agus Oiliúint

- Tugadh tacaíocht do 92 bean as gach catagóir foirne páirt a ghlacadh i gclár Forbartha Ceannaireachta Aurora do Mhná amháin go dtí seo.
- Eiseamláir bhaineann a bheith níos feiceálaí trí Mhargaíocht, ócáidí do mhic léinn, agus ainmneacha foirgneamh/spás
- Rinne 18 mbean iarratas agus fuair siad Deontas Taighde do Chúramóirí Acadúla atá ag filleadh, ar luach €10,000
- Tá Deontas d'Fhorbairt Acmhainne Taighde Léachtóra Lárghairme Athena SWAN, ar luach €5,000 an ceann, faighte ag 27 bean agus beirt fhear
- Cuireadh tús le Ceardlann d'Fhorbairt Gairme Acadúla in 2019, oscailte don lucht acadúil uile ag leibhéal Léachtóra agus Léachtóra Shinsearaigh – bhí an chéad seisiún ar siúl an 30 Bealtaine 2019 agus bhí 40 duine rannpháirteach. Reáchtáladh an dara ceardlann an 6 Nollaig 2019 agus d'fhreastail 28 rannpháirtí ar an gceardlann. Cuireadh an tríú ceardlann a bhí le bheith ar siúl an 2 Aibreán 2020 siar go Samhain mar gheall ar shrianta Covid-19.
- Bunaíodh Ionad Forbartha Taighdeoirí in 2018
- Freastalaíonn gach duine atá ar na Boird Earcaíochta agus Roghnúcháin ar oiliúint i gclaontacht neamh-chomhfhiosach

Monatóireacht agus Cur i bhFeidhm

Tá an OVPED ag iarraidh comhionannas inscne a chur chun cinn trí phlean gníomhaíochta cuimsitheach ar chomhionannas inscne (GEAP) a chur i bhfeidhm agus trí chórais a fhorbairt chun sonraí a bhailiú agus a anailísiú.

Cheadaigh Údarás na hOllscoile an dara plean gníomhaíochta ar chomhionannas inscne (GEAP 2) i Meitheamh 2019. Cuimsíonn an plean gníomhaíochta comhtháite seo gníomhaíochtaí nár cuireadh i bhfeidhm faoi GEAP 1, Plean Gníomhaíochta Athena SWAN OÉ Gaillimh, gach gníomh nár cuireadh i bhfeidhm ó Thuarascáil Athbhreithnithe an ÚAO (Meitheamh 2016) agus ó Phlean Gníomhaíochta Aireachta ar Chomhionannas Inscne (Samhain 2018). Ag an bpointe seo, tá cur i bhfeidhm an phlean gníomhaíochta ag dul ar aghaidh agus tá an chuid is mó de na gníomhaíochtaí déanta nó ar siúl agus in am. Cuirtear tuarascáil ar dhul chun cinn maidir le GEAP 2 a chur i bhfeidhm ar láithreán gréasáin OVPED gach dara mí agus is féidir súil a choinneáil ar an dul chun cinn ag an nasc seo a leanas:

http://www.nuigalway.ie/media/equality/files/GEAP2-2019-2020-March-24th-2020-update_FINAL.pdf

An t-eolas is deireanaí maidir le Athena

SWAN

Faoi láthair tá gradam institiúideach cré-umha Athena SWAN ag OÉ Gaillimh atá bailí go dtí Aibreán 2021. Tugann gradam institiúide cré-umha aitheantas go bhfuil bunús láidir léirithe ag OÉ Gaillimh le fáil réidh le claontacht inscne agus cultúr cuimsitheach a fhorbairt ina bhfuil meas ar gach comhalta foirne.

Rinneadh an SAT institiúideach a athbhunú in 2019 chun aighneacht nua a ullmhú le haghaidh creidiúnú faoi chritéir chairte níos leithne. Aithnítear anseo obair a dhéantar i ngach disciplín acadúil, i ról ghairmiúla agus tacaíochta, agus d'fhoireann agus do mhic léinn trasinscneach. Aithnítear sa chairt anois obair a dhéantar chun aghaidh a thabhairt ar chomhionannas inscne ar bhonn níos leithne, agus ní na constaicí ar ardú céime a théann i bhfeidhm ar mhná amháin.

D'fhonn creidiúnú Airgid a bhaint amach faoi 2025, tá an Ollscoil ag tacú le 10 SAT ag leibhéal scoile iarratas a dhéanamh ar ghradaim roinne in 2020. Leanann an SAT ag déanamh maoirseacht ar chur i bhfeidhm phlean gníomhaíochta Athena SWAN.

Grúpa Oibre ar Chur i bhFeidhm an Chreata Toilithe

Tá obair ag dul ar aghaidh ar chur i bhfeidhm an Chreata Toilithe: Slán, Measúil, Tacúil agus Dearfach - Ag cur Deireadh le Foréigean agus Ciapadh Gnéasach in Institiúidí Ardoideachais na hÉireann.

[cliceáil anseo don tuarascáil]

Tá treoir ullmhaithe ag an IUA don earnáil le déanaí. Bhí an Leas-Uachtarán Comhionannais agus Éagsúlachta ar ghrúpa oibre an IUA chun an tionscnamh seo a chur chun cinn. Tá OÉ Gaillimh i gceannas nó páirteach i roinnt tionscadal a



Dráma maidir le Toiliú Gníomhach*



Dráma creata toilithe

chuidíonn leis an gCreat Toilithe a chur i bhfeidhm. Áirítear leis seo tionscadal ar thoiliú, a mbíonn oideachas toilithe ag leibhéal na Chéad Bhliana i gceist leis, ag baint úsáid as ceardlanna seanbhunaithe agus clár oiliúna éascaitheoirí; oiliúint d'fhoireann lárnach agus do mhic léinn tríd an gclár 'Céad Fhreagróir' atá le forbairt trí OÉ Gaillimh; agus feacht a mhéadú don fhoireann agus do mhic léinn trí mhodhanna traidisiúnta cosúil le póstaer chomh maith leis na meáin shóisialta agus straitéisí bunaithe ar an idirlíon. Is é an dara tionscadal an clár 'Tuairisc agus Tacaíocht' a chuirfeadh uirlis tuairiscithe nua a sholáthar agus a chur in oiriúint a chuirfidh ar chumas na mac léinn agus na gcomhaltaí foirne tuairiscí gan ainm a dhéanamh maidir le ciapadh agus foréigean gnéasach. Meastar go mbeidh an uirlis seo ar fáil laistigh den bhliain acadúil nua.

An Ceathrú Cuairt ar an nGrúpa Comhairleach Seachtrach (EAG) ar Chomhionannas Inscne, 1 Bealtaine 2020

Tá an ceathrú cuairt bhliantúil den EAG beartaithe don 1 Bealtaine. I mbliana, mar gheall ar ghéarchéim Covid-19, beidh cuairt EAG ar siúl go fíorúil ag baint úsáid as Teams 365. Tugann an EAG sainchomhairle agus treoir neamhspleách leanúnach don Ollscoil maidir le moltaí Thascfhórsa Comhionannais Inscne OÉ Gaillimh a chur i bhfeidhm, trí GEAP 1 agus GEAP 2 a chur i bhfeidhm. Ina theannta sin, tugann siad dearbhú don UMT agus d'Údarás na hOllscoile maidir le cur i bhfeidhm an GEAP agus comhairle maidir le forbairtí nua go hidirnáisiúnta ar an gclár tábhachtach seo.

Is iad baill an EAG faoi láthair:

- An tOllamh Jane Grimson, TCD, Éire
- An tOllamh Tomas Brage, Ollscoil Lund, an tSualainn
- An tOllamh Lesley Yellowlees, Ollscoil Dhún Éideann, an Ríocht Aontaithe
- An tOllamh Paul Walton, Ollscoil York, an Ríocht Aontaithe

An tOll. Paul Walton



An tOll. Tomas Brage



An tOll. Jane Grimson

An tOll. Lesley Yellowlees



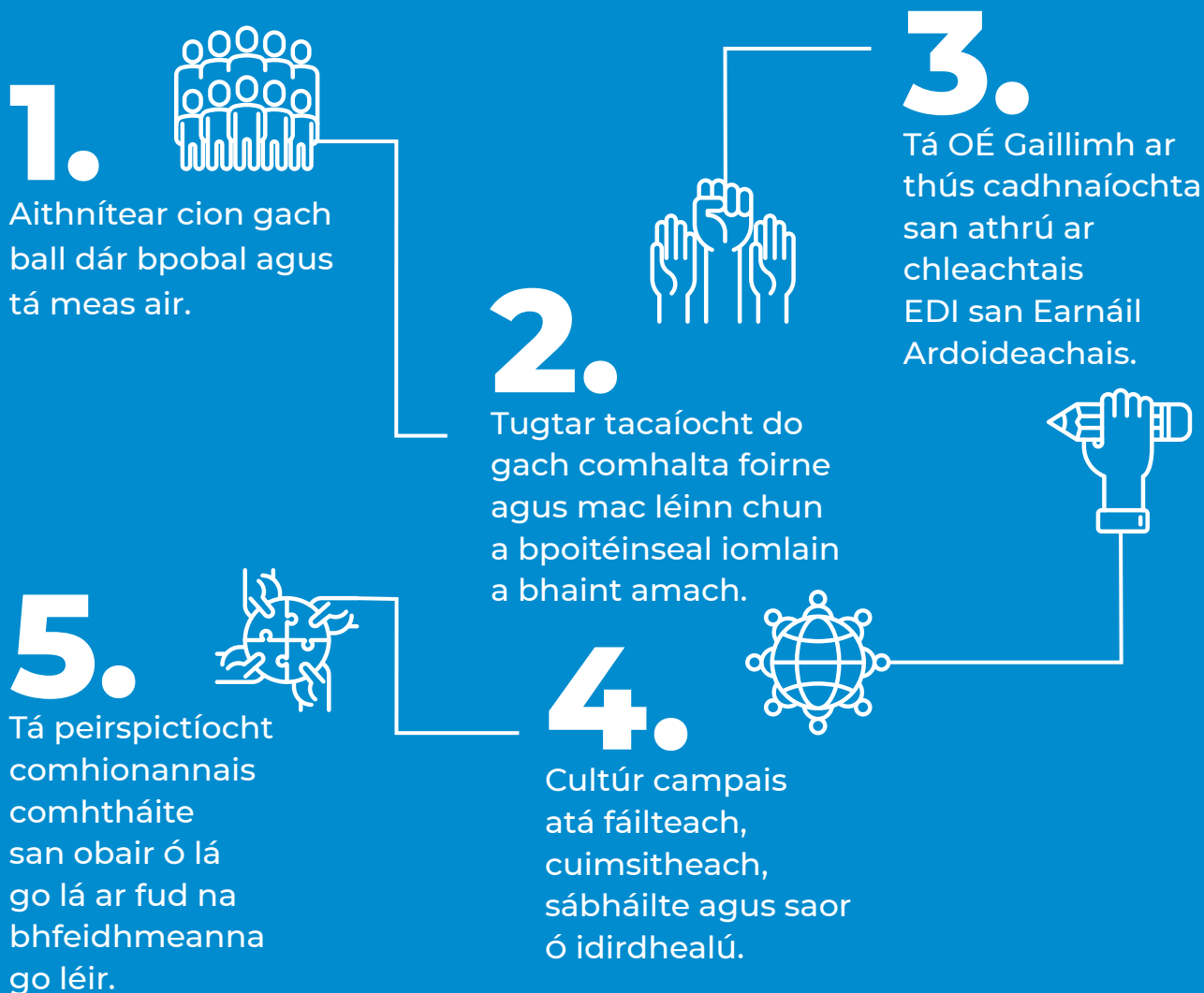
An tOll. Lesley Yellowlees

11. PLEAN STRAITÉISEACH EDI

Chuir OVPED tús le comhairliúchán ar an gcéad Plean Straitéiseach EDI a fhorbairt i Meán Fómhair 2019. Ag dul i gcomhairle le raon leathan páirtithe leasmhara lena n-áirítear Leas-Déin EDI, EDICC, baill de EDIC agus Comhaltas na Mac Léinn, cuireann straitéis EDI in iúl ár dtiomantas agus ár bpleananna chun cultúr comhionannais, éagsúlachta agus cuimsithe a chur chun cinn,

a chumasú agus a chur i bhfeidhm ar fud OÉ Gaillimh, chun leasa an phobail ar fad agus cinnteoidh sé gur féidir leis an Ollscoil a poitéinseal iomlán a bhaint amach.

Cuirfidh na spriocanna seo a leanas bonn eolais faoin misean sin:



Tá an straitéis EDI ag teacht le straitéis na hollscoile 2020-2025 atá tógtha ar chrofluachanna a shainíonn cuspóir agus tosaíochtaí OÉ Gaillimh: meas, oscailteacht, inbhuanaitheacht agus barr feabhais.

Tabharfar Plean Straitéiseach EDI chun críche i Meitheamh 2020 agus cuirfear tús leis an gcur i bhfeidhm sa Bhliain Acadúil 2020-2021.

12. MEASÚNACHT TIONCHAIR COMHIONANNAIS

Measúnacht Tionchair Comhionannais Píolótach 2019-2020

Cheadaigh UMT agus Údarás na hOllscoile uirlis Treorach agus measúnaithe na Measúnachta Tionchair Comhionannais (EIA) i Meitheamh 2019. Is é atá i gceist ná go n-úsáidfear an cur chuige EIA seo mar chuid den fhorbairt ar gach polasaí nua, agus san athbhreithniú ar pholasaithe atá ann cheana, in OÉ Gaillimh. Tá an gá le dul i mbun measúnachta tionchair comhionannais ar ár bpolasaithe agus ár gcleachtais ceangailte le moladh i dTuarascáil Thascfhórsa Inscne OÉ Gaillimh. Tagann sé chomh maith leis na luachanna agus leis an gcur chuige inár bplean straitéiseach nua agus tá tacaíocht aige ó Dhualgas na hEarnála Poiblí um Chomhionannas agus Cearta an Duine. Táimid ag úsáid uirlis an EIA ar bhonn píolótach sa bhliain acadúil seo – agus tá measúnacht tionchair comhionannais déanta ar 11 pholasaí nua go dtí seo.



Ball d'Údarás na hOllscoile, Owen Ward, a ceapadh ar Choiste Frithchinfóchais nua an Rialtais le gairid

13. SPRIOCANNA DON BHLIAIN ACADÚIL 2019-2020

- a. *Meastóireacht phiolótach EIA*
- b. *Plean straitéiseach EDI a chur i bhfeidhm lena n-áirítear plean gníomhaíochta a fhorbairt.*

c. *Forbairt an chláir oibre:*

- i. Inscne: GEAP 2 a chur i bhfeidhm
- ii. Míchumais: Aithnítear san Ollscoil an gá atá le hinrochtaineacht seirbhísí do chách a fheabhsú; cóiríocht réasúnach do mhic léinn, inrochtaineacht ar an timpeallacht thógtha agus sheachtrach, soláthar faisnéise inrochtana agus comhaltaí foirne faoi mhíchumas a fhostú agus a choinneáil. Is é an sprioc do 2020 cur chuige iomlánaíoch a ghlacadh i bhforbairt Polasaí Rochtana agus Plean Gníomhaíochta.

Áireofar ar na céimeanna tosaigh:

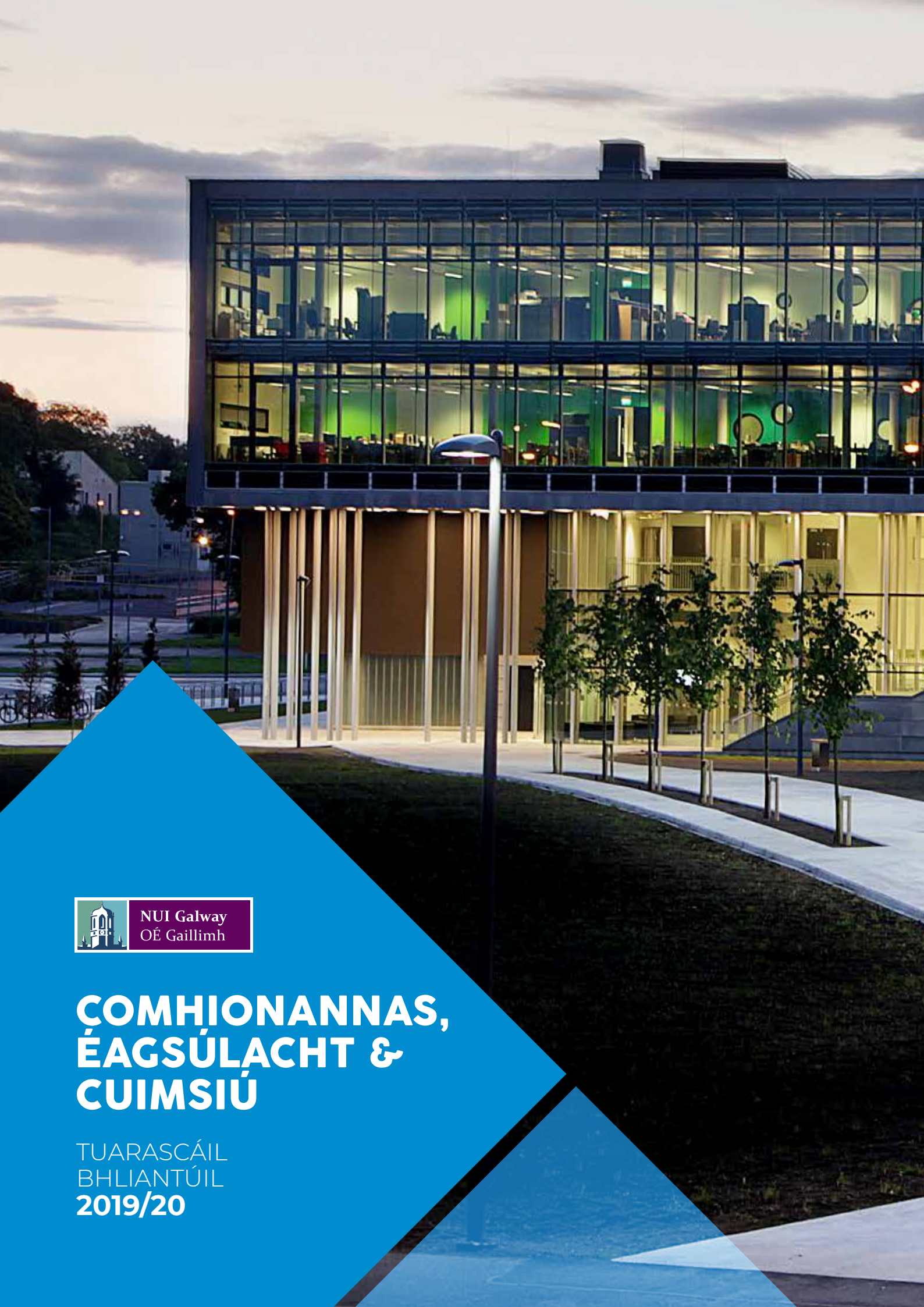
- Ceardlanna ar ardú feasachta le príomhpháirtithe leasmhara.
 - Tuarascáil iniúchta inrochtaineachta ardleibhéil a fhorbairt a chuirfidh bonn eolais faoi pholasaí rochtana agus plean gníomhaíochta 3 bliana a fhorbairt.
 - Comhairliúchán ar an bplean gníomhaíochta agus é a chur i gcrích.
 - Plean gníomhaíochta faofa ag EDICC i seimeastar 1 den bhliain acadúil nua.
- iii. Cuimsíonn plean an Ghrúpa Oibre Rochtana an méid seo a leanas:
 - Straitéis Rannpháirtíochta Leathnaithe a fhorbairt (ag tacú le Plean Straitéiseach na hOllscoile) agus plean feidhmithe.
 - Fadhbanna tosaíochta agus gníomhaíochtaí a bhaineann le polasaithe agus le cleachtais na hOllscoile do chohóirt mac léinn faoi ghannionadaíocht a aithint, go háirithe:
 - a. lucht fágála scoile ó chúlraí faoi mhíbhuntáiste socheacnamaíoch,
 - b. mic léinn lánfhásta,
 - c. an lucht siúil,
 - d. daoine fásta ag tosú ar a dturas ardoideachais,
 - e. mic léinn atá ag staidéar ar bhonn solúbtha, páirtaimseartha.



Seoladh Ollscoile Tearmainn

Mitchelle Dube,
an tOll, Ciarán
Ó hÓgartaigh &
Obadiah Niyibizi





NUI Galway
OÉ Gaillimh

COMHIONANNAS, ÉAGSÚLACHT & CUIMSIÚ

TUARASCÁIL
BHLIANTÚIL
2019/20