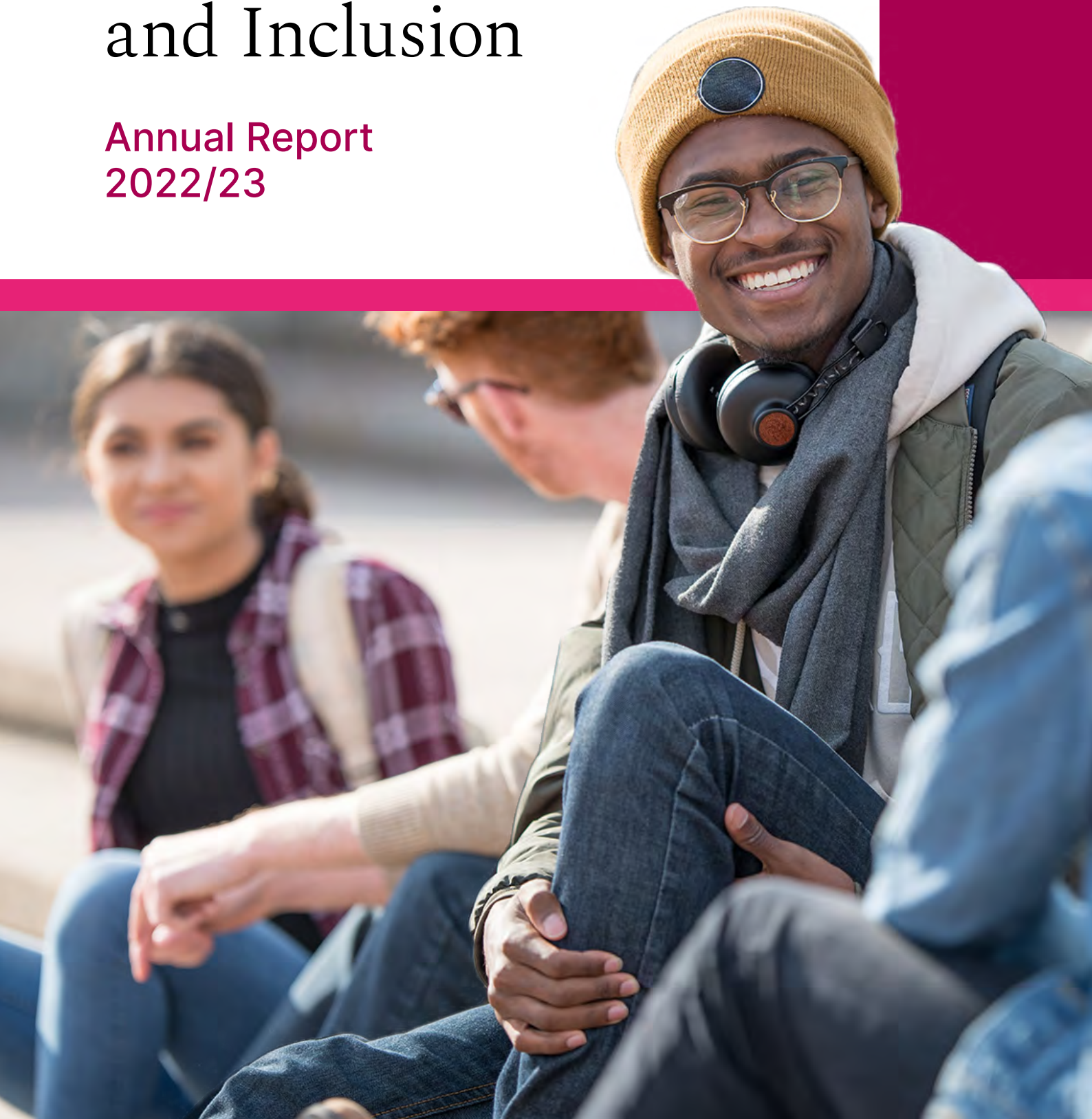




OLLSCOIL NA GAILLIMHÉ
UNIVERSITY OF GALWAY

Equality, Diversity and Inclusion

Annual Report
2022/23



Equality, Diversity and Inclusion Annual Report 2022/23

Contents

Foreword	3
Introduction	4
OVPEDI Team	5
EDI Goals	6
Goal 1: The contribution of all members of our university community is recognised and valued	8
Athena SWAN	10
Staff Networks	13
Recognising and rewarding outstanding contributions to EDI	18
Goal 2: All staff and students are actively supported according to their needs to achieve their full potential	20
Gender Equality	22
Widening Student Participation	31
Universal Design and Accessibility	32
Embedding Respect at the University of Galway	35
Staff Development and Wellbeing	38
Goal 3: University of Galway will drive innovative EDI practices in the Higher Education Sector	38
Inaugural Nelson Mandela Anti-Racism Week 2023	40
Nelson Mandela Anti-Racism Week EDI Project Fund	42
HEA National Race Equality Conference	46
Gender Equality Enhancement Fund projects	47
‘Intersectionality Walk’	48
Active* Consent play – ‘The Kinds of Sex You Might Have at College’	49
CBPPL Diversity Champions	50
CSE Intercultural Events	50
Alternative Eye Podcast	51
Service-Learning Project for the Inclusion of Migrants and Refugees	51
CASSCS EDI in Research Seminar	51
Goal 4: Foster a campus culture which is welcoming, inclusive, safe and free from discrimination	52
Race Equality Framework and Action Plan 2023 – 2027	54
Sexual Violence and Harassment Prevention and Response	55
University of Sanctuary	59
EU-Passworld	60
Mincéirs Mis’l’d in Education Project: Embedding Irish Traveller Culture and History	60
University of Galway explores Irish Travellers’ experience of the State	61
Goal 5: Embed an equality perspective in the day-to-day working across all functions	62
Public Sector Duty	64
Module audit for EDI related content (CASSCS)	65
Diversity Data	65
Equality Impact Assessments	66
Academic Workload Allocation Model	66
Priorities for AY 2023/24	67
Summary Overview of EDI Programme of Work 2023-2024	68

Foreword



I am delighted to write this foreword to acknowledge the breadth of focus in the Equality, Diversity and Inclusion Annual Report 2022/23. The annual report for this academic year demonstrates the widening emphasis on equality, diversity and inclusion in terms of the objectives and the profile of staff and students engaged in collaborative efforts to effect progressive change.

We need to now go further, continuing to lead by pushing the boundaries of what's possible for positive change. I look forward to that conversation over the coming year. As a university, we can and should be on the right side of history.

Looking back on this academic year, we increased the number of Schools with Athena Swan awards and achieved a Silver award for the School of Engineering, a first for the University of Galway. The Schools of Law, Computer Science and Data Science Institute, and Shannon College were awarded Bronze awards. This success is testament to the importance that colleagues place on supporting gender equality at School level. There will be additional financial supports for all Schools in 2023/24 for Athena Swan work at application, implementation and renewal stages, administered by the EDI office. We have seen considerable engagement with the range of objectives under our institutional Gender Equality Action Plan; however, it is evident that we have reached a point where more innovative and radical action is required to address the pervasive legacies of gender inequality.

The commitment to addressing race equality became more tangible this year with the establishment of the Race Equality Committee and the extensive consultation process to develop the Race Equality Framework and Action Plan. In addition, as the EDI policy agenda evolved, the University hosted the first HEA conference on *Race Equality in Higher Education* in collaboration with other HEIs. This national event saw the launch of the *Anti-Racism Principles for Irish Higher Education Institutions* which we as an institution helped to develop, and are signatories to. These principles establish a foundation to support our ambition to tackle racial inequality and build capacity to progress race equality. The inaugural Nelson Mandela Anti-Racism week was an inspirational moment in raising awareness, collective memory and displaying student and staff anti-racism initiatives. Addressing sexual violence and harassment remains a fundamental concern in terms of ensuring a supportive and safe working and learning environment. Our Active* Consent programme continues to make a substantial contribution to creating awareness and understanding around changing culture and behaviour in higher, further and second level education. Finally, it is important to acknowledge the ongoing developments in the implementation of the Universal Design and Accessibility Action Plan in terms of the physical and digital environment for all our university community. This work requires ongoing collaboration across multiple units within the university to embed accessibility and inclusion by design. I would like to express my sincere gratitude and appreciation to all our colleagues who are involved in working to further EDI at the University of Galway, in particular members of EDICC, EDIHRC, Vice Deans EDI and colleagues in the OVPEDI.

Professor Ciarán Ó hÓgartaigh
President, University of Galway

Introduction

The University of Galway Equality, Diversity and Inclusion Annual Report 2022/23 provides an overview of the range of actions and activities undertaken throughout the academic year to advance the core strategic goals of the University's EDI Strategy 2020-2025. The report highlights the significant levels of staff and student engagement and collaboration to advance the EDI agenda at the University. The 2022/23 Annual Report documents the evolution of the EDI agenda with specific attention to the four pillars; Gender equality, Race equality, Universal Design and Accessibility, and Sexual Violence and Harassment Prevention and Response. Furthermore, the intersectional nature, and cumulative impact of inequality, is becoming an important central consideration in the context of the EDI emphasis and policy and practice within our university.

There are notable changes to the EDI team which has enabled and strengthened our capacity to deliver on these high-level goals, programmes of work and related action plans. The team includes new staff members with responsibility for progressing our commitments to advance race equality, enhancing the EDI data infrastructure and reporting capabilities, building awareness through education, training and increasing the effectiveness of our policy framework: Dr Laura Loftus, EDI Programme Manager for Gender Equality; Owen Ward, EDI Programme Manager for Race Equality; Margaret Forde, EDI Data Manager; Rebecca Connolly, Sexual Violence and Harassment Prevention and Response Coordinator; and Niamh Kavanagh, leading an extensive project on the institutional sexual violence and harassment policy framework. As with previous years, the EDI office is reliant on leadership at every level throughout the University to effect the necessary cultural changes to embed EDI in practice. The Vice-Deans for EDI continue to support and drive this work at College level, cultivating new ideas and initiatives which help to inform the EDI agenda.

This report documents the key actions and activities undertaken to support meaningful change for our diverse staff and student body. However, despite this progress, it is important to acknowledge that there is much work to be done to advance the progressive realisation of equality in accordance with the protected characteristics, specified in equality and human rights national legislation. The necessity of adopting more radical and innovative approaches, including positive action measures, is required to achieve our university strategic goals and progress our ambition for equality both within our university systems and structures, and among our community. Internationally, there are increasing concerns in terms of the rapid nature with which human rights policy and legislative instruments have been undermined through regressive steps, dismantling equality gains and infrastructures, and rendering communities increasingly vulnerable. We cannot afford to be complacent in terms of our equality, diversity and inclusion agenda. A university for the public good is one that conceptually questions and proactively leads in normalising substantive equality and inclusion.

Dr Helen Maher

Vice-President for Equality, Diversity and Inclusion

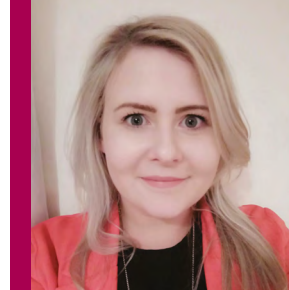
OVPEDI Team



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



Aoife Cooke,
Head of Equality,
Diversity and Inclusion



Dr Laura Loftus,
EDI Programme Manager
for Gender Equality



Owen Ward,
EDI Programme Manager
for Race Equality



Margaret Forde,
EDI Data Manager



Niamh Gallagher,
Administrative Assistant



Rebecca Connolly, Sexual
Violence & Harassment
Prevention and Response
Programme Coordinator



Niamh Kavanagh,
Policy Development
Specialist -Sexual
Violence and Harassment
Prevention and Response

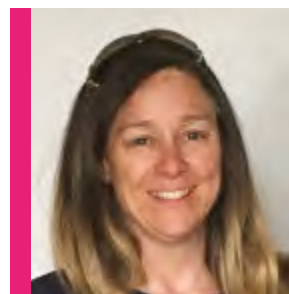
Vice-Deans for EDI



Dr Deirdre Curran, Vice-Dean
EDI, College of Business, Public
Policy and Law (CBPPL)



Dr John Walsh, Vice-Dean EDI,
College of Arts, Social Sciences
and Celtic Studies (CASSCS)



Mary Dempsey, Vice-Dean
EDI, College of Science
and Engineering (CSE)



Dr Kasia Whysall, Vice-
Dean EDI, College of
Medicine, Nursing and
Health Sciences (CMNHS)

EDI Goals

The University of Galway Equality, Diversity and Inclusion Strategy 2020-2025 provides a broad framework within which to progress our specific programmes of work to support a diverse, equitable and inclusive university in a sustainable and transformative manner. This EDI annual report is structured in accordance with the five overarching goals of the EDI strategy while recognising that many of the initiatives are relevant to several goals simultaneously, owing to their multifaceted nature.



GOAL 1:

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



GOAL 2:

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



GOAL 3:

University of Galway will drive innovative EDI practices in the Higher Education Sector



GOAL 4:

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



GOAL 5:

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



Goal 1:

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





Athena SWAN

Athena Swan Awards 2022/23

We are delighted to report that University of Galway's School of Engineering secured an Athena Swan Silver Award in September 2022. It is the first time a School of Engineering in the Republic of Ireland has achieved silver accreditation.

The School of Computer Sciences with the Data Science Institute and the School of Law were awarded Bronze Athena Swan accreditation in March 2023. Shannon College of Hotel Management also attained a Bronze award in August 2023. Following restructuring in the College of Science and Engineering, the School of Biological and Chemical Sciences and the School of Natural Sciences have amalgamated their Athena Swan action plans and have successfully transferred their Bronze award.

The 2022 Athena Swan Ireland Awards Ceremony took place on the 8th of November at the Mayo Campus of Atlantic Technological University (ATU). Dr Maeve Duffy and Prof Eddie Jones, Self-Assessment Team Co-Chairs from the School of Engineering, presented on their School's journey towards achieving a Silver Athena Swan Award. This was the first in-person Irish Athena Swan award event since 2019, and representatives from institutions across the country were in attendance.



Pictured at the 2022 Athena Swan Ireland Awards Ceremony - L-R: Dr Helen Maher, Prof Eddie Jones, Dr Maeve Duffy, Mary Dempsey, Dr Laura Loftus, Prof Walter Gear, Dr Ann Ryan, Aoife Cooke (credit Advance HE)



Members of the School of Engineering Athena Swan Self-Assessment Team (SAT)

Athena Swan Awards

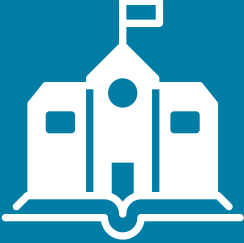


 School	 Award	 Round
School of Science and Engineering	Silver	April 2022
School of Law	Bronze	November 2022
School of Computer Science and the Data Science Institute	Bronze	November 2022
Shannon College of Hotel Management	Bronze	November 2022
School of Biological and Chemical Sciences	Bronze (Application for Transfer of Award following restructure approved)	February 2023
School of Natural Sciences	Bronze (Application for Transfer of Award following restructure approved)	February 2023

Table 1: Athena Swan School Awards in AY 2022/23

Bronze Institutional Athena Swan Award, 2021 and 11 Schools with Bronze Athena Swan Awards



1 School with Silver Athena Swan Award



2023 All-Staff Athena Swan Survey

The OVPEDI conducted an All-Staff Athena Swan Survey in April/May 2023. The OVPEDI worked directly with Schools and Units to encourage higher engagement with the survey among staff and streamline the process.

The collective effort resulted in a response rate of 1,016 which was a clear improvement from 495 responses to our 2021 Athena Swan survey. Combined with qualitative data, the survey responses will inform the development of institutional and School level action plans and applications for Athena Swan accreditation.

The OVPEDI, in conjunction with our EDI colleagues at School and Unit level, will use these responses to consciously reflect on where University of Galway is at in terms of progress and identify the next steps to advance gender equality.

Athena Swan Champions Network

University of Galway's Athena Swan Champions Network was launched in December 2022. The aim of the Network is to facilitate knowledge exchange and support between those involved in Athena Swan work across the University.

The Champions Network meet on a quarterly basis, and the topics discussed feed into the Athena Swan Institutional Steering Group. The group comprises SAT (Self-Assessment Team) Chairs, the Vice-Deans for Equality, Diversity and Inclusion (EDI) and members of the OVPEDI.

Athena Swan Silver Seminar

University President, Prof Ciarán Ó hÓgartaigh, provided opening remarks with colleagues in attendance from across the University. The seminar was an important opportunity for University of Galway to celebrate where the institution is in terms of Athena Swan at present, with Dr Maeve Duffy from University of Galway's School of Engineering speaking about their Silver Athena Swan award. There were also presentations from Caroline Murphy from University of Limerick Kemmy Business School on their recently attained Silver award, and from Sarah Fink from Athena Swan Ireland. The event provided a context for the University to collectively analyse the steps that we need to take to ensure applications at School and Institutional level are successful in the future and it was heartening to see so much engagement and commitment to gender equality and the Athena Swan process.



Athena Swan Sliver event, June 2023



Pictured at the launch of the Athena Swan Champions Network - L-R: Dr Sandra Galvin, Dr Katarzyna Whysall, Dr Victoria Hogan, Dr Deirdre Gilpin QUB, Dr Helen Maher, Dr Laura Loftus, Aoife Cooke



Athena Swan Sliver event, June 2023 L-R: Dr Laura Loftus, Caroline Murphy, Sarah Fink, Dr Maeve Duffy, Dr Helen Maher.

Staff Networks

University Women's Network



It has been another bumper year for the University Women's Network (UWN), with membership surpassing 500 for the first time. Delighted to be back on campus and able to meet in person again, the UWN kicked off the year with a very successful coffee morning and fundraiser for Scholars at Risk (SAR) in September 2022. The Network was delighted to raise €450 to support their work protecting scholars experiencing grave threats to their lives, liberty and wellbeing.

In October 2022, Dr Aoibhinn Ní Shúilleabháin delivered the fourth Sheehy Skeffington Annual Distinguished Lecture. The lecture series, acknowledging the courage shown by those who speak up against wrong-doing and injustice, is named in honour of our former colleague Dr Micheline Sheehy Skeffington, a powerful advocate for gender equality in higher education, and her grandparents, Hanna and Francis Sheehy Skeffington, feminists and suffragists.

Aoibhinn, Assistant Professor in UCD's School of Mathematics and Statistics and researcher in Mathematics Education, spoke powerfully to a full house about her experience of sexual harassment at work, the inadequacy of her institution's response, and her decision to go public about her ordeal. Her story led to changes to UCD's approaches to dealing with complaints of bullying, harassment and sexual violence, and influenced national action to address sexual misconduct and violence across the tertiary education sector. Less than two months after her address to the UWN, Aoibhinn received a public apology from UCD.

Also in October, the Network paid tribute to outgoing chairs, Professor Margaret Hodgins and Imelda Byrne, thanking them for their outstanding contributions to the Network. They also bade farewell to outgoing committee members, and warmly welcomed new members of the Executive Committee.

In February, the network celebrated St Brigid's Day and the new public holiday, honouring Ireland's only matron saint – and one of many pagan goddesses – with tea, coffee, treats, chats, and traditional St Brigid's cross-making with artist Fiona Rooney.

International Women's Day 2023 was marked by hosting a lively panel discussion with some of the

Network's founding members, chaired by the Vice-President for Equality, Diversity and Inclusion, Dr Helen Maher. The panel discussed the impetus for the foundation of the Network eleven years ago as well as some of its main achievements during this period. The consensus: a lot done, more to do!

March 2023 saw the first-ever event jointly hosted by all three EDI staff networks – the UWN, the LGBT+ Staff Network and the International Staff Network. The event took the form of a diversity café, held as part of the series of events marking the University's inaugural Nelson Mandela Anti-Racism Week. Participants shared their experiences of direct and indirect discrimination on the grounds of gender, race/ethnicity, religion, nationality, family status, and sexual orientation. The event was well-attended and feedback from each network's discussion table was relayed to the OVPEDI.

The final event hosted by the UWN this academic year took place on the solstice in June. Dr Mary McGill, a researcher in media studies and former Hardiman scholar at University of Galway, delivered a fascinating presentation that drew on her doctoral research and 2021 book on the benefits and pitfalls of new technologies and social media for women.

Throughout the year, the UWN gathered feedback from members on what they would like their network to prioritise. Suggestions include wellness events and more social events facilitating membership interaction. A continuing priority for the Network is to emphasise that it is a welcoming space for all genders, not just women! The Network is conscious of the fact that the Executive Committee is relatively homogenous and is reviewing how it can become more diverse. The Network also continues to highlight and seek action on 'legacy' issues arising from decades of gender inequality, including the gender pay gap.

Details of the fifth annual Sheehy Skeffington lecture will be announced very soon. The speaker confirmed for the event is Coast Guard Lieutenant Commander Kimberly Young-McClea, recipient of the US National Whistleblowers Center Whistleblowers Award in 2019 for her work on exposing gross misuse of power by the US Coast Guard in its handling of bullying, harassment and discrimination allegations.

March 2023 saw the first-ever event jointly hosted by all three EDI staff networks – the UWN, the LGBT+ Staff Network and the International Staff Network. The event took the form of a diversity café, held as part of the series of events marking the University’s inaugural Nelson Mandela Anti-Racism Week. Participants shared their experiences of direct and indirect discrimination on the grounds of gender, race/ethnicity, religion, nationality, family status, and sexual orientation. The event was well-attended and feedback from each network’s discussion table was relayed to the OVPEDI.



Dr Aoibhinn Ní Shúilleabháin with outgoing UWN chairpersons Professor Margaret Hodgins and Imelda Byrne



UWN St. Brigid's Day event with Fiona Rooney



L-R: UWN co-chairs Dr Edel Hughes and Jane Ennis with UWN founding members Dr Rachel Hilliard, Aoife Cooke, Dr Pat Morgan and Nicola McNicholas, and the Vice-President for Equality, Diversity and Inclusion, Dr Helen Maher, International Women's Day 2023.

International Staff Network

After having worked remotely up to Spring 2022, the International Staff Network (ISN) started on-site activities with a well-attended Spring Fest in May 2022. Since then, membership has increased to 175 members from 35 countries. The focus of this year's work included collaboration with HR's induction team to improve Welcome Information and induction for new international staff members. The 5 ISN members of Academic Council brought issues around housing, visa regulations, and bereavement policies for those having to travel abroad to the attention of the University Community. Network members on the EDI Campus Committee contributed to the new Race Equality framework and action plan and supported members through grievance processes.

As a result, an International Liaison Officer has been hired to the HR team to support new international staff and other HR matters disproportionately affecting international staff. Work is under way to provide a landing address for international movers and having barriers to conference travel be considered in promotion applications. The new Bereavement Policy, through the Network's input, will allow for longer paid leave periods in difficult circumstances, such as the need to travel abroad.

In February 2023, the network organised a College Roadshow to encourage members to participate in the Race Equality Survey and to collect focus themes of future work priorities. On June 13th, Network members socialised at their summer party.



ISN Co-Chairs 2022/23: Dr Dinali Wijeratne & Dr Tina-Karen Pusse'



International Staff Network Summer party, June 2023

LGBT+ Staff Network



LGBT+ Staff Network

The LGBT+ Staff Network is committed to protecting and promoting the interests of LGBTQ+ people and as well creating a safe and inclusive environment at the University for gender and sexual minority people. Members of the committee include: Aidan Harte, Ann-Marie Hanlon, Bharathi Raja Asoka Chakravarthi, Cameron Keighron, Chris Noone, Declan Coogan, Jacqueline Murphy, Lisa Walsh, Michal Molcho, and Rebecca Connolly.

The Network had a busy year in 2022/23. Network members participated in Galway Pride August 2022 and Sligo Pride August 2022.

The monthly First Friday Social Gatherings continued throughout the year. A successful new LGBT+ Staff Network initiative was launched in January 2023: the monthly Queer Cinema Club in the Pálás Cinema. Highlights included the films All About My Mother, A Date for Mad Mary and El Rubio. The Queer Cinema Club will resume in the new academic year.

In February 2023, the Committee made a written submission to the OVPEDI as part of the consultation to develop a Race Equality Framework and Action Plan.

Members of the LGBT+ Staff Network continued to work in other ways across campus: for example, participating in the Respect Workshop on October 14th 2022, and continued regular participation in the Equality, Diversity and Inclusion Campus Committee and in the Sexual Violence and Harassment Prevention and Response Committee.

During the AGM on the 21st of August 2022, the Exploring LGBTQ+ Lives at the University of Galway Project was launched, which is by funded by the Office of the President - Research Project on the History of the University and supported by the LGBT+ Staff Network. This builds on the findings of the previous research project, 'Mapping LGBTQ+ Lives at University of Galway' and aims to find out more about partnerships between the University and wider communities in the development of LGBTQ+ rights. The project will also identify what remains to be done to achieve full LGBTQ+ rights in Galway and in Ireland and to suggest partnerships between university staff, students and the wider community to fully realise equality for LGBTQ+ people. Further information on the project can be sought by contacting declanp.coogan@universityofgalway.ie

In the coming academic year, the Network plans to co-facilitate more events with the International Staff and University Women's Networks, host monthly social gatherings and the Queer Cinema Club, among other events. Network members will actively attend Pride events around the country and look forward to celebrating 30 years since the decriminalisation of homosexuality in Ireland. Entitled 'Out/laws – 30 years since decriminalisation of homosexuality in Ireland', this event will celebrate what has been achieved and focus on what still needs to be done to advance the rights of the LGBTQ+ communities.

More information about the network and about joining the mailing list is at <https://www.universityofgalway.ie/equalityanddiversity/networks/lgbt-network/>



Annual Pride flag-raising at the Quadrangle, as part of Galway Pride celebrations, August 2022. L-R: Dr Chris Noone, Dr Helen Maher, Cameron Keighron, Sai Gujulla, Laura O'Connor, Dr Declan Coogan.

In the coming academic year, the LGBT+ Staff Network plans to co-facilitate more events with the International Staff and University Women's Networks, host monthly social gatherings and the Queer Cinema Club, among other events. Network members will actively attend Pride events around the country and look forward to celebrating 30 years since the decriminalisation of homosexuality in Ireland.



Recognising and rewarding outstanding contributions to EDI

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

This year, the CBPPL Dean's Award for Inclusive Teaching has been adapted more specifically to teaching initiatives designed around the principles of Universal Design for Learning (UDL).

Universal Design for Learning [UDL] is a set of principles for curriculum development that give all individuals equal opportunities to learn, including students with specific learning challenges. UDL aims to improve the educational experience of all students by introducing more flexible methods of teaching, assessment and service provision to cater for the diversity of learners in our classrooms. [<https://www.ahead.ie/udl>]

CBPPL staff can be nominated by students or colleagues, and they can also self-nominate. Under the updated award, each awardee will receive a €1,000 Teaching Development Grant which may be used for the purchase of equipment, to support conference participation, teaching development, or any other relevant purpose. Each award winner is also awarded a digital badge, which may be used on a website or for marketing purposes.

In 2022, awards went to: Ann Torres, Anastasia Griva and Elaine Wallace, from the School of Business and Economics, Pamela Likely, Shannon College of Hotel Management, and Maeve O'Rourke, School of Law.

College of Medicine Nursing and Health Sciences Dean's Award for EDI & 'Day in the Life' initiative

The Vice-Dean for EDI and EDI Project Manager have continued to develop staff recognition schemes to improve the overall EDI culture within the College of Medicine Nursing and Health Sciences.

The CMNHS Dean's Awards recognise and showcase the contributions, achievements, and/or performance of staff working across the College. The Dean's Awards are intended to offer a formal opportunity to highlight the exceptional work of colleagues across all staff categories Academic, Research, Administrative and Technical.

In 2020/2021, a new initiative was launched: 'A Day in the Life' stories. The 'Day in the Life' has shared stories of College staff, providing an insight into their job and how they contribute to the College.



Dean's Award for International Engagement
Dr Róisín Dwyer



Dean's Award for Learning, Teaching and Assessment
Dr Ailish Hynes



Dean's Award for Equality, Diversity & Inclusion
Dr Sinéad Lydon



Dean's Award for Research & Graduate Studies
Prof Garry Duffy



Dean's Award for Civic Engagement
Dr Hazel Killeen

2022 CMNHS Dean's Awards

Michael McDonagh Award for Irish Traveller Ally Excellence

The Michael McDonagh Traveller Ally Excellence Award was presented to Owen Ward, EDI Programme Manager for Race Equality in the Office of the Vice-President for Equality, Diversity, and Inclusion. Owen received the award at University of Galway's Traveller Ethnicity Day opening ceremony on February 27th for his excellent work supporting Irish Travellers progressing into higher education.

The Michael McDonagh Traveller Ally Excellence awards were established to recognise the outstanding efforts of staff who have shown leadership in engaging the public in Irish Traveller history and culture, encouraging the full participation of Irish Travellers in education, and advancing Irish Traveller human rights. The award is named in honour of the late Michael McDonagh, who advocated on behalf of the Irish Traveller community for over fifty years.



Pictured at the Michael McDonagh Traveller Ally Excellence Award - L-R Owen Ward, Senator Eileen Flynn and President Ciarán Ó hÓgartaigh

Goal 2:

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

ing curiosity and idea
ng creativity and innov
ng entrepreneurship.



tion.
vation.

Ideas Lab



Gender Equality

Gender Equality Action Plan 3 (GEAP3)

University of Galway’s Gender Equality Action Plan 3 combines the 2021 Institutional Athena Swan action plan, gender equality actions from the EDI Strategy 2020-25; Ending Sexual Violence and Harassment in Higher Education Institutions Implementation Plan; outstanding actions from Gender Equality Action Plan 2 (GEAP2), and recommendations from the National Reviews of Gender Equality in Irish Higher Education Institutions.

The Institutional Athena Swan Steering Group meets on a quarterly basis and actively monitors action implementation and impact.

The GEAP 3 has six core areas of focus:



Organisational Culture and Work/Life Balance



Integration of the Gender Dimension into Research and Teaching Content



Gender Balance in Leadership



Measures Against Gender-Based Violence Including Sexual Harassment



Equal Opportunities in Recruitment and Career Progression



Embedding Gender Equality Including the Intersection of Other Characteristics Across University of Galway

Number of actions completed, in progress, not started and at risk:

			Not Started	In Progress - On track	In Progress - Delayed	At Risk	Complete
Total Actions:		152					
Total Actions Per Category:	Organisational Culture and Work-Life Balance	39	5	18	11	0	5
	Gender Balance in Leadership and Decision-Making	7	1	2	3	0	1
	Equal Opportunities in Recruitment and Career Progression	73	7	47	6	1	12
	Integration of the Gender Dimension into Research and Teaching Content	2	0	0	2	0	0
	Measures Against Gender-Based Violence Including Sexual Harassment	5	0	2	0	0	3
	Embedding Gender Equality Including the Intersection of Other Characteristics Across University of Galway	26	1	19	2	0	4



SDG5 – Gender Equality ranked 101-200 out of 1081 institutions globally.

Gender Pay Gap (GPG) Report 2022

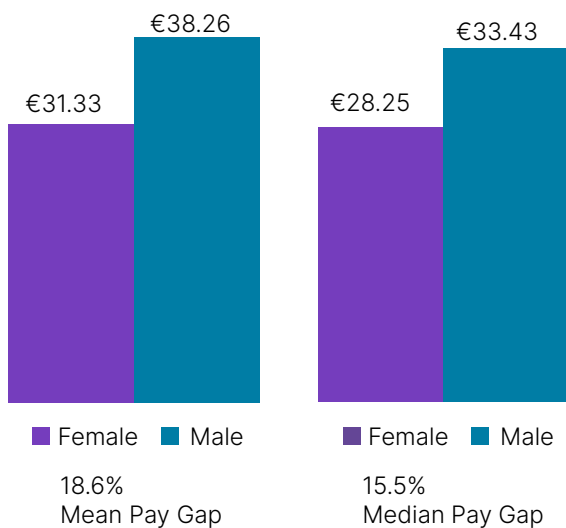
The Gender Pay Gap Information Act 2021 has introduced a legislative basis for gender pay gap reporting in Ireland with new regulations under the Act published in June 2022. Organisations with over 250 employees are required to report on their Gender Pay Gap (GPG) for the first time in 2022. Gender Pay Gap reports must include the mean and median hourly wage gap, the former reflecting the entire pay range in an organisation, and the latter excluding the impact of outliers i.e. unusually high or low earners. Reporting on the mean and median pay gaps for part-time employees and temporary employees is also mandated. In addition, the reporting requirements include the proportions of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands. The GPG is the difference in the average hourly wage of males and females across a workforce, measured over the duration of a twelve-month period.

As colleagues will be aware, the University of Galway has been calculating and publishing the GPG since 2019, prior to the current legislative requirement to do so. Under the new 2022 regulations, there are some notable differences between the methodology used to calculate the GPG in prior years (2018-2021) and the 2022 audit. The University's GPG (2018-2021) is based on a snapshot of employees' pay on March 31st of each year, whereas the 2022 GPG takes into account employees' remuneration for the 12-month period

preceding the snapshot date of 30th June 2022. The 2022 report is based on 2,503 staff: 925 academics, 638 researchers and 940 Professional Support Services staff and is calculated according to headcount rather than full-time equivalent (FTE), as is sometimes used by organisations. As in previous years the data for the 2022 report was prepared by external consultants PwC.

For the 2022 GPG, the mean gender pay gap is 18.6% and the median pay gap is 15.5% (Figure 1). This infers a difference of 18.6% in the average hourly pay of men and women expressed as a percentage of average hourly pay for men regardless of the nature of the work, role or seniority. Or, when we compare median hourly pay, a woman earns 84c for every €1 a man earns. The 2022 GPG data illustrates that the mean GPG in University of Galway has remained relatively consistent with a slight reduction since 2018.

Figure 1: The Overall Gender Pay Gap (30 June 2022)



Part Time	
Mean Pay Gap	35.80%
Median Pay Gap	8.60%
Temporary	
Mean Pay Gap	3.60%
Median Pay Gap	-4.10%

Consistent with previous reports, the University of Galway's mean 2022 GPG is most pronounced in the academic staff category (mean 21.3%) which largely reflects the representation of men and women in senior academic grades. In contrast, the median GPG is primarily driven by Professional, Managerial and Support Services (PMSS) staff grades.

The GPG data for PMSS staff suggests that men are more likely to occupy higher grades, even though there are substantially more female staff in this staff category. This points to a lack of upward mobility for PMSS staff. For research staff, the mean pay gap is 6.0%, and the median is 8.1% (Table 1).

Institutional/Category level data	Mean GPG	Median GPG	Headcount
University of Galway	18.6%	15.5%	2,503
Academic	21.3%	5.0%	925
PMSS	14.2%	15.2%	940
Research	6.0%	8.1%	638

Table 1: The Gender Pay Gap by Staff Category (30 June 2022)

Proportion of employees in each Quartile 2022

The data on male and female employees who are represented in each of the quartile bands illustrates the higher proportion of female staff in the lower, middle lower and middle upper quartiles (Figure 2). This is relatively similar when compared to the data for previous years.

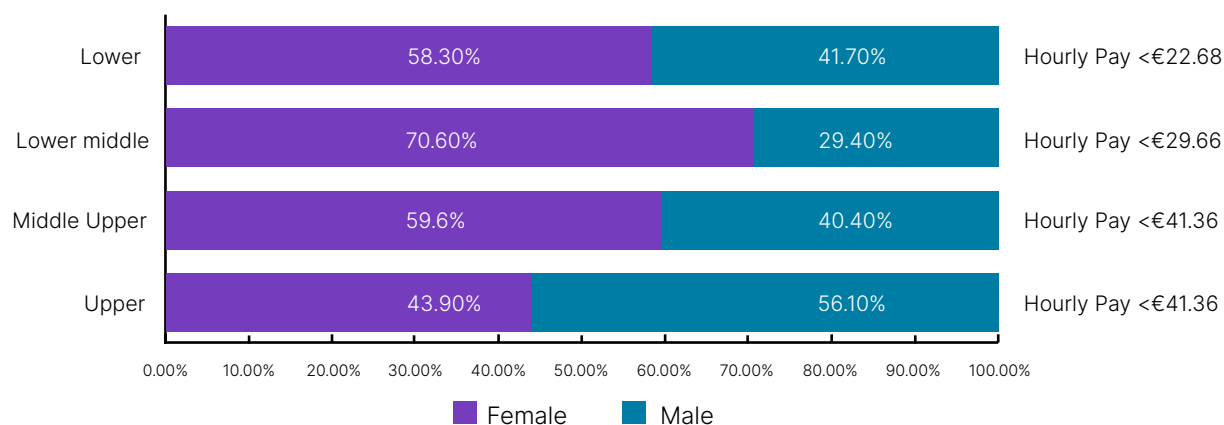


Figure 2: The percentages of male and female employees who fall into quartile pay bands (2022)

Notwithstanding the slow and disappointing progress in improving the gender pay gap, the University remains committed to a proactive and progressive approach to addressing gender inequality in a multifaceted manner, being cognisant of the myriad ways in which such inequalities are manifest. The GPG 2022 report provides a comprehensive overview of the primary data and analysis of the GPG in 2022, along with the measures introduced to-date to address gender inequality, inclusive of responding to the pay gap. In addition, the report provides further contextual information which locates these measures in a longer-term institutional context, emanating from the Task Force on Gender Equality established by the University in 2015. The University Management Team consider that while there is evidence of progress

in relation to academic promotion, gender balance in representation, governance and institutional infrastructure, alongside gender equality plans with targeted actions, there remains work to be done to achieve our strategic objective of significantly reducing the GPG. Furthermore, reducing the gender pay gap is understood to be inextricably linked to achievement of gender equality at all levels as a matter of strategic importance in recruitment, retention and progression. Further analysis of the gender pay gap data during 2023 will include an examination of the GPG disaggregated at College level, in addition to the establishment of a working group with senior representation from each College to determine the most appropriate and effective interventions.

International Women's Day 2023

A variety of events were organised by the OVPEDI and colleagues across the University between the 6th and 10th of March to celebrate International Women's Day 2023.

"Fixing the women"? Supports for Female Staff in Higher Education, 6th of March

It is widely accepted that deeply entrenched gender power relations exist in Higher Education, both in Ireland and globally, and that exclusionary structures and practices can act as barriers to women working in Higher Education. The publication of the second HEA National Review of Gender Equality in Irish Higher Education Institutions in December 2022 marks a new phase in Irish Higher Education's gender equality journey. This panel considered the changes implemented since the HEA's 2016 review of gender equality in Higher Education, and the impact of the actions introduced.

There has been significant progress in relation to gender equality on several levels since the HEA review of 2016 and the Gender Equality Taskforce action plan of 2018, but issues remain. This panel considered if inequality is systemically rooted in Higher Education structures and wider society, and what measures can be introduced to overcome these barriers without focusing on "fixing the women"?

Gender in Research Panel, 7th of March

Following the launch of the "Report of University of Galway Academic Council Working Group on Research Staff" in 2022, this panel discussed the climate in terms of gender and research in Irish Higher Education, the obstacles encountered by Research Staff, and how this staff cohort might be supported going forward. To mark International Women's Day, specific attention was paid to how the precarious nature of short-term research contracts, and other factors, can have a detrimental impact of female Research Staff in particular.

"If you have been privileged all your life, equity looks like discrimination"

Dr. Maria Quinlan, from the Gender in Research Panel for International Women's Week 2023 which explored the major issues for Research Staff including precarity and how they might be tackled in a proactive way.



March 6th event: "Fixing the women"? Supports for Female Staff in Higher Education-L-R: Prof Margaret Hodgins, University of Galway; Niamh O'Donoghue, Chair of 2nd HEA National Review of Gender Equality in Irish Higher Education Institutions, Dr Monica O'Mullane, UCC, and Dr Helen Maher VP for EDI, University of Galway.



March 7th event: Gender in Research Panel-L-R: Sinéad Beacom, Head of Researcher Development Centre, Dr Oonagh Meade, University of Galway Research Staff Working Group, Dr Maria Quinlan, HSE, and Prof Jim Livesey, VP Research & Innovation.



University of Galway's International Women's Week 2023



The high level areas of emphasises of events included:

- “Fixing the Women” vs fixing the system.
- Supporting and retaining precariously employed Research Staff.
- How University of Galway has evolved in terms of gender equality.
- Feminist economics.
- The recent protests in Iran.
- Addressing the gender gap in agricultural productivity in Africa.
- Female innovation and entrepreneurship.
- Empowering women through coaching.

Core themes emerging from University of Galway's International Women's Week 2023



All staff members work together to create transformative change in relation to gender equality, with all genders and all staff categories at every level of the organisation actively contributing



The need for visible support from senior leadership for gender equality, Athena Swan, and more general EDI initiatives.



The need to recognise, support and celebrate equality, diversity and inclusion work, including Athena Swan work. We need to consider where the support is going and where our priorities lie.

Senior Academic Leadership Initiative (SALI)

We are delighted to welcome the appointment of Professor Helen Blanchard who joined the University of Galway in March 2023 as an Established Professor of Chemistry within the School of Biological and Chemical Sciences in the College of Science and Engineering.

Professor Blanchard was appointed under the second round of the Senior Academic Leadership Initiative (SALI). This builds on our success in the first round of funding in 2019/20, in which the HEA approved funding for 2 senior academic leadership posts for University of Galway in the areas of Engineering and Older Adult Health. A key objective of the initiative is to attract outstanding female applications from within the Irish Higher Education sector and internationally.

Prior to her appointment in University of Galway, Professor Blanchard worked in academia for 20 years in Australia, most recently as Head of the School of Chemistry and Molecular Bioscience, and member of Molecular Horizons research institute, at the University of Wollongong, New South Wales. She is currently an adjunct Professor at the Institute for Glycomics, Griffith University, Queensland where she was a research group leader since 2002, served as Director of Higher Degree Research (Griffith Sciences, 2013-2019), and in 2018 was appointed as Deputy Dean Research Griffith Sciences.



Professor Helen Blanchard, Established Professor of Chemistry in the School of Biological and Chemical Sciences, College of Science and Engineering.

External Advisory Group on Gender Equality (EAG)

The sixth annual visit of the External Advisory Group on Gender Equality (EAG) took place on October 11th 2022 in a hybrid format. The EAG met with members of the University Management Team; EDI Office; the Equality, Diversity and Inclusion Campus Committee; and the Equality, Diversity, Inclusion and Human Resources Committee. The high-level areas of emphasis raised by the EAG pertained to career progression, communication and ongoing monitoring of actions. Specific attention was given to the importance of finalising the Workload Allocation Model and the Performance Management and Development System. Gender balance on committees and working groups remains an important objective, the group noted the necessity also of ensuring that engagement in EDI is

appropriately recognised and rewarded within the University. Alleviating the impact of Covid-19 was noted as necessitating further action. The advisory group commended the emphasis on adopting an intersectional approach in terms of the commitment to equality. Concerns were expressed in relation to the University's strategic aim to reduce the Gender Pay Gap given the status of the gap currently. The advisory group recommended taking positive action steps to address the pay gap in addition to other actions including the possibility of introducing bias observers to monitor selections, promotions, and recruitment processes.

Aurora

The Aurora women-only leadership development programme delivered by Advance HE is designed to introduce key leadership topics and skills in five workshops, complemented by networking, role models and guest speakers at each event. Further, ongoing support is ensured through action learning (2 days scheduled as part of the programme), online resources and institutional level support including mentoring.

Each year University of Galway supports women in academic, professional support services, technical

and research roles – at postdoctoral, up to AO administrative roles and senior lecturer grades who would like to develop skills and explore issues relating to leadership opportunities and responsibilities to participate.

In 2022/23, 20 staff members from across our Schools and Units attended the Aurora programme culminating in a face-to-face development day providing opportunities for Aurorans to engage, network and connect with one another in person.



University of Galway Aurorans. Back row, L-R: Sheena Fennell, Alice Le Bonniec, Merve Suzan Zeden, Eavan O'Dochartaigh. Middle row, L-R: Laura Loftus, Anna Gasperini, Verna McKenna, Roisin Doohan. Front row: Maeve Egan, Katy Flanagan.

WiSTEM²D Scholarships

Johnson & Johnson awarded ten WiSTEM²D scholarships to University of Galway female students of Science, Technology, Engineering, Mathematics, Manufacturing and Design subjects in the 2022/23 academic year. WiSTEM²D stands for Women in Science, Technology, Engineering, Mathematics, Manufacturing and Design. The aim of the Johnson & Johnson WiSTEM²D undergraduate programme is to inspire and support more women to pursue a career in STEM after university and increase female representation in the STEM²D workforce. The Johnson & Johnson WiSTEM²D programme fuels the development of the female STEM²D talent pipeline by awarding and sponsoring girls and women at critical points in their educational experience and their careers, in STEM disciplines. The ten awardees are:

Name	Course
Emer Nic Roibín	Science
Gemma O'Brien Hehir	Biomedical Engineering
Laura Burke	Biomedical Engineering
Laura Quinn	Arts (Joint Honors) (Mathematical studies and Information Technology)
Mairéad Rowland	Biomedical Science
Niamh Corcoran	Biomedical Engineering
Rebecca Norris	Science
Sarah Daves	Marine Science
Sophie Spellissy	Computer Science and Information Technology
Syakira Amani Khairul Nazri	Biotechnology



WiSTEM²D scholarship awardees 2022/23

School of Engineering Women in Engineering Open Day

The School of Engineering organised a Women in Engineering event, 'Inspiring the Next Generation of Female Engineers', as part of the Spring Open Day, Saturday 25th March. Current female students from years 3 - 5 joined an informal panel discussion with Drs Myra Lydon and Maeve Duffy and a guest speaker, Dr Rina Rabarimanantsoa, Senior Principal R&D Engineer, from Medtronic. There were over 50 attendees who participated in a live poll, providing useful feedback on secondary school students' perspectives of opportunities for females in engineering.

Fort Wayne Metals Partnership

The College of Science and Engineering partnered with Fort Wayne Metals, a world leading manufacturer of medical grade wire and components, to provide a scholarship and internship opportunities for exceptional female students. The Fort Wayne Metals Bursary will recognise and reward the potential of exceptional female students with an annual award to one student who is selected to complete their internship at Fort Wayne Metals Ireland. Laura Callaghan is the inaugural recipient of the FW Metals bursary in AY 2022/23.



L-R: Dr Ann Ryan, Director of Strategic Development, CSE, Associate Professor Mary Dempsey, Dr Paul Dodd, Vice-President Engagement, Ms Laura Callaghan, 4th year Mechanical Engineering student and recipient of the scholarship, and Mr Michael O'Donnell, Managing Director, Mr Declan Bourke, Product Development Manager and Ms Shauna Crossan, HR Manager from Fort Wayne Metals.

Widening Student Participation

In August 2022, the new National Plan for Equity of Access to Higher Education 2022-2028 was launched by Minister for Further and Higher Education, Research, Innovation and Science, Simon Harris, T.D. This was quickly followed in September 2022 with the positive news that the University of Galway was awarded €833,333 in Performance Funding in recognition of its positive performance in successfully developing and delivering partnerships and initiatives for target groups including Further Education and Training (FET) learners, people with disabilities, and members of the Irish Traveller Community. In line with the return to on-campus events, in November the Access Centre team welcomed Access and Foundation Programme graduates to an in-person graduation ceremony to celebrate their educational achievements. This was shortly followed in December by the launch of University of Galway's first annual Widening Participation Committee Report and the official launch of the new Access Centre in Áras Uí Chathail. Both were opened/launched by Minister of State at the Department of Children, Equality, Disability, Integration and Youth, Anne Rabbitte TD.



The official opening of the Access Centre's new office, December 2022 – L-R: University President Professor Ciarán Ó hÓgartaigh, Minister of State Anne Rabbitte T.D., Imelda Byrne, Head of the Access Centre, and Professor Pól Ó Dochartaigh, Deputy President and Registrar.

In semester one 2022/23, the Access Centre allocated funding to 55 students from underrepresented groups through the Higher Education Authority's (HEA) Programme for Access to Higher Education (PATH 2) 1916 Bursary fund. This funding was allocated as follows:

- 16 students awarded €5000 per year for the duration of their studies
- 10 students awarded €2000 per year for the duration of their studies
- 29 students awarded once-off payments of €2000

THE Impact Rankings SDG10 – Reduced Inequalities ranked 101-200 of 901 institutions globally.



Funding also provided through the HEA's Programme for Access to Higher Education (PATH 3) fund, enabled the Access Centre to deliver a community mentoring programme (FET2HE mentoring) with Science and Engineering students. This programme was delivered in collaboration with Galway Community College (GCC) and Galway Technical Institute (GTI) in order to increase progression to higher education from the further education sector. In collaboration with Atlantic Technological University (ATU), Anne-Marie Stokes was appointed as Traveller Education Officer with responsibility for the Galway/Mayo region through this fund.

In addition to funding provided by PATH 2 and PATH 3, the Access Centre was also allocated additional funding through PATH 5 to support Irish Traveller and Roma students in higher education through three separate initiatives:

- 1: An Education Transition Project (ETP) for Traveller and Roma Students
- 2: The Grinds4Mincéirs programme
- 3: A Targeted Primary Schools Programme for Traveller and Roma Students

A key focus of the National Plan for Equity of Access to Higher Education 2022 - 28 is to increase the progression to HE for students from socio-economically disadvantaged backgrounds, particularly students from DEIS schools. In May 2023, UNI4U worked with 4 different schools in the region (Scoil Bhríde in Shantalla, Radharc na Mara in Mervue, Scoil Chroí Íosa in Newcastle, Merlin Woods Primary School in Doughiska), and welcomed over 160 primary school students on campus each week over the programme period. While on campus, students engaged in multiple workshops and activities delivered by our campus colleagues, including:

- Visits to the on-campus Zoology and Marine Science Museum.
- Visits to the on-campus Computer and Communication Museum.
- Interactive biology workshops delivered by the Cell Explorers team.
- An introduction to radio broadcasting delivered by our Students' Union colleagues in Flirt FM.
- Participation in the University's Moot Court delivered by colleagues in the School of Law.
- Creativity and Innovation workshops delivered by colleagues in IdeasLab.
- Workshops in economics, engineering, career opportunities, coding, children's literature, as well as many more.

Building on the success of mentoring initiatives delivered elsewhere by the Access Centre through PATH 3, at the end of each session participating students were partnered with a university mentor to reflect on their experience on the programme and talk about their hopes and dreams for the future through reflective activities such as storytelling and goal-setting.

Universal Design and Accessibility

The institutional commitment to promoting universal design and creating an accessible learning and working environment for students and staff is articulated in the Universal Design and Accessibility Action plan. The Universal Design and Accessibility Working Group supports the implementation of the Action Plan and colleagues from units with assigned responsibility provide updates at the quarterly meetings. In addition, the working group meeting has also included presentations from the National Disability Authority (NDA) in March 2023 on the principle of embedding universal accessibility by design. The NDA presentation also referred to the necessity of adopting a mindset for inclusion. Some of the priority areas of emphasis in 2022/23 included the development of a Student Reasonable Accommodation Policy, led by Bernie McGee, Disability Officer for students. In addition, the programme of work to enhance physical accessibility continued to make progress this year under the leadership of Dr Deirdre McHugh, in collaboration with colleagues in Buildings and Estates. Under the PATH 4 programme, the Access Centre appointed two part-time staff to work on Accessible Communications and the development of a programme for students with intellectual disabilities. Progressing inclusion for disabled staff and students is a priority focus under the UDA Action Plan and is a significant aspect of the University's commitment to implementing the Equality and Human Rights Public Sector Duty

Student Reasonable Accommodation Policy

Reasonable accommodation provision is a standard part of teaching and assessment practice at the University of Galway, which is committed to the provision of an inclusive learning environment that supports all students to fulfil their academic potential. The University welcomes students with disabilities and supports them with their studies to lessen the impact of the disability and provide the opportunity to demonstrate their full potential.

Students with disabilities may require additional supports, or 'reasonable accommodations', to enable them to perform on a level that is fair and equal with their peers. The provision of reasonable accommodations where needed, is a legislatively mandated requirement for the support of people with disabilities as directed by the Equal Status Acts 2000 (as amended) and the Disability Act 2005.

The Access Centre's Disability Support Service determines the reasonable accommodation recommendations for students with disabilities at a needs assessment. This takes place in consultation with the student as part of registration with the service.

In order to formalise and clarify the process for this provision, a working group comprising representatives from the Office of the Vice-President for Equality, Diversity and Inclusion, the Office of the Dean of Students, Student Services, Lecturing Staff, the Student's Union, and the Disability Support Service/ Access Centre was set up in October 2022. As part of the development process, the working group consulted with representatives from other Irish HEIs currently in the process of drafting or updating their Student Reasonable Accommodation Policies, the Equality, Diversity and Inclusion Campus Committee, Exams Office and the University Solicitor. The Policy is pending final approval and it is expected to be in place for the start of the 2023/24 academic year.

There is a general responsibility across the many departments, services and units that make up the University to ensure that reasonable accommodations are provided for the students who require them in order to alleviate the impact of disability on their studies. The development of the Student Reasonable Accommodation Policy is an important element in ensuring that the University continues to meet the needs of students whose studies are adversely impacted by disability.

PATH 4 Project: Universal Design and Programmes for Students with Intellectual Disabilities

Following on from the success of the Enhancing Access and Inclusion Project, reported on in AY 2021/22, the Access Centre has embarked on a project to build on and extend this work, funded by the HEA's Programme for Access to Higher Education (PATH) 4, Phase 1, scheme. The project has several strands, outlined below.

National Collaborative Projects

The University of Galway is partnering with MTU, UCD and project lead ATU, in the development of a National Charter for Universal Design (UD) in Tertiary Education, including the Higher Education and Further Education and Training Sectors.

The University is also collaborating in a further two PATH 4 national projects, one to develop a UD training package for senior leaders in tertiary education, and a second to build a national community of practice to develop programmes for students with intellectual disabilities.

Universal Design: Physical Accessibility

Work to improve the physical accessibility of the campus continues under PATH 4, in partnership with the Buildings and Estates Office. Significant progress has been made in updating emergency evacuation facilities and related staff training, for people with additional needs. Step-free access to lecture theatres will be provided across campus, improving both safety and accessibility.

In support of the University's aim to be designated an autism-friendly campus, a state-of-the-art sensory room will be launched early in the new academic year, along with a map of indoor and outdoor sensory-friendly campus spaces. This compliments the publication of the Prepare: Entry Guide, transition information developed by the Disability Support Service to support our autistic students.

The Access Centre partnered with the Insight SFI Research Centre for Data Analytics' Crowd4Access project in 2022, to map campus footpaths for accessibility. Following on from this, the Access Centre and Insight joined with the BA in Applied Social Sciences Programme, and ALIVE Student Volunteering to embed Crowd4Access footpath mapping in the curriculum and co-curriculum.



Crowd4Access footpath mapping

Universal Design: Accessible Communications

A Universal Design Coordinator - Accessible Communications (UDC-AC) was appointed in April 2023. The findings of weekly web audits, carried out by the National Disability Authority (NDA), are being addressed by the UDC-AC alongside the WWW Technologist. Accessibility issues have been identified and appropriate training materials are being prepared to ensure compliance with the EU Web Accessibility Directive, with certification in the form of digital badges planned for late 2023. Improvements to our communications accessibility will be made by integrating an automated accessibility plugin to the University's website in the second half of 2023. Separately, the UDC-AC is delivering staff training workshops on Creating Accessible Documents through the Human Resources Office's Learning and Development Programme.

Programmes for Students with Intellectual Disabilities

An Intellectual Disabilities Programme Coordinator was also appointed in April 2023 to work with academic and professional colleagues across the University to scope out opportunities for development. An internal Steering Committee has been established to support this work and the coordinator is engaging with colleagues nationally, as part of the national community of practice mentioned above.

CMNHS Autism Awareness and Training

In June 2022, the EDI Committee of the College of Medicine, Nursing and Health Sciences (CMNHS) held an Autism Awareness raising and celebratory event. The topics included supports for students at the University, employability and the shared experience of an autistic staff member and their mum, which was particularly touching and eye opening. The event aimed at raising awareness and destigmatising autism, as well as empowering staff to support their autistic students and colleagues. Resulting from this event and the continuous work of Dr Lhara Mullins in the School of Health Sciences, the Staff Guide for Supporting Autistic Students was launched, available in both English and Irish.

Following from feedback on this event, the CMNHS held an autism staff training workshop in December 2022. This innovative and insightful training was devised and delivered by autistic staff members and students, along with EDI committee members, Dr Lhara Mullins and Dr Katarzyna Whysall. Participants heard first-hand accounts of autistic individual's experiences on our campus and were prompted to reflect, discuss and generate ideas for making the University more autism friendly. This training provided an insightful opportunity for discussion aimed at increasing understanding of autism and how each of us has a role to play in being more inclusive and in celebrating diversity. What culminated was a powerful and unique insight for participants regarding what it means to be autistic and navigating environments created for neurotypical people.

Embedding Respect at the University of Galway

The Respect project is an initiative funded by the University through the Strategic Fund and led by Dr Rachel Hilliard, Dr Shivaun Quinlivan and Dr Lucy-Ann Buckley (College of Business, Public Policy and Law). The purpose of the project is to develop a proposal for a Respect Charter that reflects our shared understanding of respect and our common aspirations for a respectful University of Galway. This project directly supports the University's strategic plan and the flagship action to implement a Respect Charter.

Following the project launch with the Making Respect a Core Value in Universities in April 2022, work commenced by reviewing best practice and developing the research design. The design for this project has been to consult with specific communities across the University to get a deep sense of how respect might be experienced in different areas.

This was done by means of a short online survey to ask about how people understand (dis)respect and their experience of how respect operates in their unit. This was followed by a lunchtime workshop with each group where participants explored what the respect culture looks like at University of Galway and what they would like it to look like. Colleagues developed a shared map of the practice of respect, now and in the future, through asking:

- how university priorities reflect respect
- what (dis)respectful behaviours are rewarded, tolerated or punished
- how to encourage participation and voice
- how norms and rules shape decision making

The pilot workshop was with the wonderfully engaged and enthusiastic staff of Student Services in June 2022. Over nine months, 15 Respect workshops were delivered, engaging with 250+ colleagues and students in a range of administrative, service, research units and schools, ending with a workshop with the University Management Team. The Respect survey received 400 responses. All-staff and all-student workshops were held to allow everyone an opportunity to contribute their voice.

Some of the really interesting themes observed from the data include:

- an understanding of respect as treating others how they would like and need to be treated, so informed by an active empathy for differences
- the interest people have in thriving at work, and how they see respect as supporting their ability to do their best work
- the keen desire to see respect put into action and made real
- the importance of workplace civility and colleague-to-colleague respect
- the particularly strong impact of disrespect from more senior people
- the importance to staff and students of respectful policies and practices at institutional level

For the next phase of the project, it is planned to take on more research staff to help analyse the data, before compiling the results into a report and a proposal for developing a Respect Charter. This work will be presented to the University community in the next academic year.



Staff Development and Wellbeing

Mentoring Programmes

The **University Mentoring Scheme** was launched at the end of 2021 with the aim of supporting staff to build their skills and to achieve their career goals. Support is offered through a partnership of senior staff members and early career colleagues with the aim of developing staff to realise their potential. This scheme operates alongside other mentoring programmes such as the Aurora Women's Leadership Programme and the School of Business and Economics Academic mentoring scheme.

Since the scheme was launched, over 150 staff have signed up to act as a Mentor while over 100 staff have signed up to participate as a Mentee. An intake of both Mentors and Mentees is scheduled for January and July of each year. The aim is to increase and build on the Mentor Panel in 2023, in particular among professional services staff. Training workshops for both Mentors and Mentees are provided throughout the year.

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

All staff have free access to the LinkedIn Learning Platform, which includes learning paths dedicated to Mentoring. These learning paths were created specifically for University of Galway staff as an additional support and resource. A dedicated mentoring webpage is also available to staff with up-to-date resources and materials.

In November 2022, University of Galway, in collaboration with TCD, UCC, TUD, QUB, MU and RSCI, launched the second inter-institutional mentoring programme ("Collaborate"). Five staff members from each University participated in the scheme. The programme aims to provide attendees with peer mentoring support from staff in similar roles within the participating institutions and build a network of support external to their place of work. The most recent programme was aimed at academic/research staff who have recently become Principal Investigators. Another session will run later in the year aimed at a different cohort of staff.

In addition to the above Mentoring programmes, eight staff were enrolled on the Irish Management Institute (IMI) mentoring scheme in late 2022 and early 2023. This programme offers staff the opportunity to act as a mentor or mentee with individuals across a range of industries throughout the island of Ireland.

Further Education Policy (FEP) Scheme

The University of Galway is committed to supporting staff undertaking educational programmes to enhance their professional and personal development. This commitment is in accordance with the strategic aims of the University to maximise the potential of staff, to support the recruitment and retention of staff and ensure a positive commitment to equal opportunities. Further information is available [here](#).

In 2022, a total of 63 staff members from all staff categories applied to the FEP scheme; 79% women and 21% men.

Funding was approved to support 63 staff members from all staff categories undertake educational programmes across a wide variety of programmes and degree levels:

Degrees	
PhDs	17
Masters	23
Bachelors	6
PG cert/diploma	17

Categories of Staff FEP 2022

Total Categories FEP	
Academic	15
Research	7
Support	33
Library	7
Technical	2

L&D Bitesize Learning Sessions

Learning & Development Bitesize Learning sessions began in late 2022. These workshops are designed and facilitated by university staff for University staff, enabling colleagues to share their expertise and knowledge on a range of topics such as Strength Based Coaching, University Customer Service and An Ghaeilge san Ollscoil. The duration of each workshop is 60-minutes and takes place online to enable as many staff as possible to attend. Course registration is available via the Learning & Development page on the [Core Portal](#).

DCM Learning Hub & LinkedIn Learning

1000's of videos, tutorials and short courses accessible via PC/laptop/mobile phone and available to university staff to view at their own pace and at a time that suits them.

LIFT Leadership Programme

[LIFT](#) is an 8–10 week programme, about 30-40 minutes a week, where participants engage in a small roundtable group either online or blended and complete an 8-10 part leadership development programme covering several values. Since the start of 2023, over 100 staff have signed up to act as either a participant or a facilitator of a round table session.

Coaching

Supported by the University's Strategic Fund, a Staff Coaching initiative was launched in October 2022 to embed a culture of coaching and support the delivery of the University's People Strategy. Under the auspices of HR and led by the Head of Staff Coaching, an Internal Coaching Team of eleven coaches has been established in the University. All coaches are accredited by professional bodies and are members of the European Mentoring and Coaching Council. The initiative operates on a self-referral basis, whereby staff contact a coach directly to avail themselves of the service. A programme of ongoing continued professional development is in place for all coaches. Details of the Internal Coaching Team are available on the 'Learning & Development' section on the University's HR website [here](#).

Chaired by the Director of HR and with representatives from UMT and external experts, a Steering Group has been established to advise on the development and implementation of a Coaching Strategy for the University.

A 2-day pilot programme 'Coaching as a Management & Leadership Style' was delivered by the Head of Staff Coaching, internal coaches and academic staff from the College of Business, Public Policy, and Law. Nine participants, representing all three Schools in the College, including academics and professional services staff, engaged in this programme. Further programmes were delivered to the College of Arts, Social Sciences and Celtic Studies and College of Medicine, Nursing and Health Sciences in May and June 2023.

In addition to their coaching qualifications, two internal coaches completed a Certificate in Team Coaching, delivered by Team Coaching Studio and accredited by the International Coaching Federation. This has further enhanced the levels of coaching expertise and skills available within the University. The Centre for Adult Learning and Professional Development engaged in a team coaching initiative as part of their team development.

A series of online coaching seminars was delivered to university staff, the most recent to mark International Women's Day 2022. Coaching is widely respected as a support to leadership development and career progression and can encourage women to explore leadership careers such as Heads and Deans within the University. This should support the University to deliver on its commitments in the Gender Equality Action Plan and its planned application for a Silver Athena SWAN award in 2025.



Members of the Internal Coaching Team - Back row, L-R: John Hannon, Grace Mannion, Gerardine Deacy, Anna Cunningham, Natalie Walsh, Majella Perry, John Gibney. Front Row, L-R: Larissa Lamb, Mary Surlis, Nicola McNicholas, Marie Laffey

Wellbeing

Through participation in the KeepWell mark, the University of Galway has been identified as a Leading in Wellbeing organisation in 2022 and 2023.



The KeepWell framework is a set of health and wellbeing standards that are based on international best practice and is evidence based. The standards can be achieved through the promotion of wellbeing in the workplace. The framework revolves around 8 key areas: Leadership, Mental Health, Health and Safety, Smoke Free, Absence Management, Intoxicants, Healthy Eating and Physical Activity. The University received KeepWell accreditation in 2019 and has successfully maintained the accreditation and is committed to moving from bronze to gold standard by 2025. There was a full reaudit of the accreditation in 2023 and the University has successfully moved from bronze to silver across 5 standards, on target for achieving gold in 2025.

Some of the initiatives across campus which have supported the progress are:

Leadership

- Participation in Leading Ireland's Future Together (LIFT) programme,
- Introduction of coaching programme and team coaching
- Introduction of mentoring scheme.
- Introduction and support of Hybrid working.

Intoxicants

- Introduction of Intoxicants policy
- Intoxicants awareness training for staff and managers.

Physical Health

- Increasing the number of bicycle shelters/showers
- Building exercise gyms on campus
- Placing outdoor water fountains across the campus

Mental Health

- Introduction of a team of Mental Health First Aiders.
- Introduction of Bereavement Policy
- Grief Awareness training for staff and managers.



Goal 3:

University of Galway
will drive innovative
EDI practices
in the Higher
Education Sector





Inaugural Nelson Mandela Anti-Racism Week 2023

2023 saw the introduction of the inaugural Nelson Mandela Anti-Racism Week, from 20th – 24th March. This week of events was programmed to coincide with International Day for the Elimination of Racial Discrimination, annually observed on March 21st. It was also designed to commemorate the 20th anniversary of the awarding of an honorary doctorate to Nelson Mandela by the University of Galway in 2003. It is particularly poignant, given that March 21st was initially chosen by the United Nations in commemoration of atrocities by the apartheid regime when the South African police killed 69 people at a peaceful demonstration against racist apartheid ‘pass laws’ in 1960, known as the Sharpeville massacre. The main impetus for this annual day of recognition and action is to create awareness and to challenge individual, cultural and institutional racism internationally.

Nelson Mandela’s legacy, commitment and persistence as a leader in combating racism and oppression during apartheid and promoting non-racialism, peace and reconciliation in post-apartheid South Africa, is an inspiration to all who have a vision for an equal society. During the ceremony when Mandela was awarded his honorary doctorate, then President of the University,

Dr Iognáid Ó Muircheartaigh stated that Nelson Mandela’s visit served ‘to highlight how individual resolve and adherence to principle, combined with tenacity and courage, can change the course of history’. Racism is an issue that affects our society in multiple different ways, and accordingly we all have a responsibility to combat racial discrimination.

The diverse programme of events during Nelson Mandela Anti-Racism week was the result of a collaborative approach throughout the university, supported by the Office of the Vice-President for Equality, Diversity and Inclusion. The week kicked off with the University hosting the first national HEA conference on Race Equality in Higher Education on March 20th. The South African Ambassador was welcomed to campus and delivered her keynote address on March 23rd. The extensive range of initiatives during the week included both student and staff led activities such as workshops, a diversity café, exhibitions, virtual reality experience, training, films and cultural events. The events were designed to be deliberative and interactive, facilitating discussion, learning and engagement on a wide range of issues relevant to race, ethnicity and anti-racism.



Quadrangle-
South African
Flag 2023





Remembering Nelson Mandela's conferring ceremony at the University of Galway - L-R: Dr Helen Maher, President Emeritus Dr Iognáid Ó Muircheartaigh, Vusi Gugulethu Thabethe, Yolisa Maya (South African Ambassador to Ireland), Maggie Bingo, Prof Becky Why, Mabet Van Rensburg, Owen Ward.

The Intersection between Racism and Public Spaces

This event focused on how racism is still prevalent, from the big bright stages out in public to the dark corners of the internet. Emer O'Neill, Rosemarie Maughan and Dr Amanullah De Sony called out racism and experienced the backlash. Emer O'Neill gave a keynote address on her lived experiences of racism and her ongoing struggle to fight against racism in Ireland. This was followed by a panel discussion with Emer O'Neill, Rosemarie Maughan, Amanullah De Sony and Ikenna Anyabuike, chaired by Aoife Cooke, Head of EDI.



Panel discussion on 'the Intersection between Racism and Public Spaces' - L-R: Ikenna Anyabuike, Aoife Cooke, Emer O'Neill, Dr Amanullah De Sony, Rosemarie Maughan.

Nelson Mandela Anti-Racism Week EDI Project Fund

In November 2022, to mark the inaugural Nelson Mandela Anti-Racism Week, the Office of the Vice President for Equality, Diversity, and Inclusion announced a call for applications to the annual Equality, Diversity, and Inclusion Project Fund (€15,000). The fund was available to staff and students on a competitive basis for a variety of Anti-Racism projects within the University to take place from 20th – 24th March 2023 as part of Nelson Mandela Anti-Racism Week. The Assessment Committee, chaired by Mr John Hannon, Director of Student Services, reviewed the applications and eleven applications were approved for funding, with four of the proposed projects merging to become two events.

Nelson Mandela Anti-Racism Week EDI Projects:

Celebrating Racial Diversity at University of Galway Photo Exhibition

Project Organisers: Dr Deirdre Curran, Suvankar Roy and Mohanjit Kaur

A team of Diversity Champions from the College of Business, Public Policy and Law, under the guidance of Dr Deirdre Curran as Vice-Dean for EDI, created a set of images representing and celebrating diversity on our campus. Ten images were displayed as an exhibition during Nelson Mandela week. Initially, they were displayed at the site of the HEA Conference, and subsequently at the College of Business, Public Policy and Law.



Celebrating Racial Diversity Photo Exhibition

Experiencing Direct Provision through the eyes of University of Galway Students (Virtual Reality Experience)

Project Organiser: Ms Eileen Kennedy

This short virtual reality documentary allowed viewers to step into the lives of students living in Direct Provision Centres in Galway. The students shared their stories and invited you to experience a typical day with them as they prepare for class, travel to the University and return home. Through a VR headset, viewers could look around in 360 degrees and immerse themselves in these students' lived experiences. This documentary is created through the University of Galway Library MakerSpace.



Experiencing Direct Provision Virtual Reality Experience

“How to be an Ally” Training Workshop for Students, Staff delivered by Galway One World Centre, ALIVE

Project Organiser: Dr Lorraine Tansey

“How to be an Ally” Training Workshop for Students, Staff delivered by Galway One World Centre, ALIVE Project Organiser: Dr Lorraine Tansey How to be an Ally Workshop for students explored privilege and very practical elements of anti-racism. The workshop is delivered by experts with lived experience as minorities within the Irish cultural landscape. The content included exploring the axis of privileges - including ableism, race, gender.



How to be an Ally' Training Workshop

‘We are One’ video

Project Organisers: Ms Maria Batishcheva and CBPPL Diversity Champions

This video role plays the real experiences of racism experienced by students in our university. The project team gathered stories from students and then acted out these experiences in a role play video. The video has 2 simple messages: don't close your eyes to racism, and we are one community.



‘Whist A Thary’: Traveller and Roma Film Festival 21-24 March 2023

Project Organiser: Mr Dan Dwyer

Mainstream cinema often portrays Traveller and Roma communities through narrow stereotypes of violence, criminality or mysticism while less widely seen cultural cinema has forged a small but significant tradition of more authentic and celebratory representations. This four day curated festival of critically acclaimed film highlighted this tradition and brought members of the Traveller and Roma communities from inside and beyond the University together with the wider University community and the general public in a discussion of how diverse ethnicities can be celebrated in and through media. ‘Whist A Thary’ is a phrase from the Irish Cant language which translates as ‘Stop your talking and look!’



Traveller and Roma Film Festival

Diversity Café: Race, gender, and sexual orientation – confronting intersecting axes of inequality

The International, LGBT+ and University Women's staff networks hosted their first joint event on campus. Using the World Café methodology, based on open and intimate discussions in a welcoming café-style environment, attendees explored how racism impacts different communities within our University and society. Speakers invited by the University Women's Network, International Staff Network, and LGBT+ Staff Network shared their experiences of multiple forms of discrimination. Participants asked questions and worked together to generate actions to confront racism, sexism, homophobia and transphobia. About 30 people attended and feedback was very positive. Participants felt that the café was a safe and supportive space where they could freely share painful and difficult experiences. The format was inclusive, relaxed, and democratic, and invited speakers did not need to prepare formal presentations.



“Celebration of cultural diversities and backgrounds in the francophone world”, workshop for secondary school pupils.

Project Organiser: Mrs Sylvie Mossay

The Discipline of French within the School of Languages, Literatures and Cultures at the University of Galway hosted an anti-racism language workshop celebrating cultural diversities and backgrounds in the francophone world. Several events included a quiz, art competition, students' presentations and mini-lectures organised by Mrs Sylvie Mossay that occurred during the day, enabling students to gain a better understanding of African countries and their heritage in the Francophonie as well as raising awareness against racism.



Celebration of cultural diversities and backgrounds in the francophone world

Breaking Ground: Diversity and Inclusivity in Ireland's Literary and Publishing Communities

Project Organisers: Dr Justin Tonra and Dr Lindsay Reid

This event addressed the following question: how can we develop more inclusive literary and publishing industries that reflect Ireland's rich and diverse culture? In the first part of the event authors from Breaking Ground Ireland (including Ashwin Chacko and Mary Watson) delivered readings from their creative work. Launched in 2022, Breaking Ground Ireland, is a ground-breaking publication that profiles emerging and established writers and illustrators from ethnic minority backgrounds, including those from Irish Traveller backgrounds. In the second part of the event, speakers (including Sharmilla Beezmohun of Speaking Volumes) addressed different aspects of inclusion and diversity in the literary and publishing industries in Ireland, referring to their personal experiences of advocacy and activism in this area. Both examined the current state of the field and make recommendations on best practices for building inclusivity in those environments.



"Open talk: communication, understanding and compassion"

Project Organisers: Ms Yao Xie, Ms Xiaojian Zheng, Mr Tianxiang Wang, Mr Andrew Levie

The event aimed to promote open communication, understanding, and compassion among people from diverse backgrounds and languages. The event's purpose was to bring together a panel of speakers who can share their own experiences and stories about living in a second language environment and to create a forum for attendees to ask questions and engage in dialogue. The event also sought to promote the work of the ISLA society and its mission to support students and staff who are using English as a second language. The event adopted collective intelligence methods, and attendees were encouraged to contribute to the practical solutions. This event was also supported by the Societies Office.



"Open talk communication, understanding and compassion"

"EXPERIENCE AFRICA"

Project Organisers: Ms Thembela Lubimbi and Mr Gugulethu Vusi Thabethe

This event gave people an experience of Africa and told the stories less told, giving people an opportunity to learn about the different African countries, different cultures and different Africans. A gallery exhibition showed different aspects, such as the cities, industries, the beautiful landscape, different aspects of the culture like food and dress, and fun facts about different African countries. The event also included some traditional African foods and there was a display of the clothes made with African fabric and design, a head wrapping booth, music and an African hair booth where people were taught about braiding, its history and origins and a knowledge quiz booth. This event was also supported by the Societies Office.



Experience Africa

"Don't close your eyes to racism"

'We Are One' video

HEA National Race Equality Conference

The first HEA National Race Equality Conference was hosted by the University of Galway on Monday 20th March 2023. The conference highlighted the structural, institutional, and historical dimensions of racism which have informed past and current practices in HEIs and the societies in which they are situated. The HEA launched a national Race Equality Implementation Plan for Higher Education in September 2022 and this will provide an opportunity for staff across the sector to come together to discuss race equality in Irish HE and to learn about best practices in Ireland and abroad. The conference was opened by University of Galway President Ciarán Ó hÓgartaigh and followed by a keynote from Dr Arun Verma who is an expert in race equality in Higher Education, followed by a panel discussion on Race and Anti-Racism in Irish Higher Education. Professor Kalpana Shankar (UCD) officially launched a set of Anti-Racism Principles for Irish HEIs at the conference. The Principles will address recommendations in the Race Equality Report, which calls on HEI leadership to proactively embed race equality within HEIs.



HEA National Race Equality Conference, University of Galway, March 20th 2023.
L-R: Professor Kalpana Shankar, President Ciarán Ó hÓgartaigh, Dr Helen Maher, Dr Arun Verma

Gender Equality Enhancement Fund projects

The Higher Education Authority (HEA) awarded funding of €782,755 under the 2022 Gender Equality Enhancement Fund to advance gender equality initiatives in Irish higher education.

Six awards were made across three broad areas:

- research on or advancing gender equality initiatives in Ireland;
- training programmes specifically addressing gender equality;
- Athena SWAN capacity-building activities.

University of Galway was successful as lead partner on a project to address the gender pay gap in Irish higher education and will collaborate with Mary Immaculate College, Trinity College Dublin and Munster Technological University on a number of cross-sectoral initiatives.

Addressing the Gender Pay Gap in Irish Higher Education (led by Head of EDI, University of Galway)

The aim of this project is to identify the core drivers of the GPG and interventions that have been introduced by organisations at a national and international level to close the gap. In addition, the project will focus on creating an interactive modelling tool that will be used to test the effectiveness of certain interventions on reducing the GPG of the institutions involved in the project. The findings of the project will be disseminated in a national seminar and in a paper documenting the key findings of the project and describing the application of intervention modelling.



Writer's retreat at Kinnity Castle, February 27th 2023

Transforming Gender Equality and Inclusion within Higher Education in Ireland – Contemporary Perspectives (lead partner: Mary Immaculate College)

The objective of this project is to publish an edited book that reflects on, investigates, analyses and highlights recent transformations across higher education in Ireland in terms of pioneering efforts and activities to embed gender equality in a comprehensive and multi-faceted manner. This collaborative publication included a call to EDI practitioners and academics in HEIs across the Republic of Ireland to contribute chapters for the book. Thereafter two writing retreats, including facilitated workshops, took place with the authors. The project represents a contemporary opportunity to reflect on the nature of change within the context of higher education in Ireland and showcases pioneering practice to a national and international audience.

Equality Charters Symposium Ireland- aiming higher, moving forward together (lead partner: Trinity College Dublin)

The project concentrated on equality charter capacity-building activities through an in-person Athena SWAN focused symposium, hosted in Trinity in April 2023. Primary symposium themes were on re-energising,

sharing, learning and re-connecting as the Athena SWAN Ireland network expands and for many HEIs in Ireland work towards silver Charter school and institutional awards. The symposium included both national and international presenters/presentations.

Engaging men in building gender equality – the development of a pilot programme in Irish HEIs (lead partner: MTU)

This project focuses on the role of men in gender equality work and the reality that gender equality cannot be achieved by women acting alone. The aim of this project is to establish a tailored programme for Irish HEIs to raise awareness amongst men that they have an important role to play and that their involvement is required if gender equality is going to be achieved. The programme will equip men with the necessary tools to deepen their engagement with gender equality.

‘Intersectionality Walk’ workshop

The OVPEDI hosted ‘The Intersectionality Walk’ workshop on campus on 4th May to experience firsthand on a pilot basis how applying an intersectional lens can increase inclusion of diverse individuals and enhance organisational performance. The Intersectionality Walk (IW) is an immersive activity that enables the participant to view the workplace from another perspective and consider how they can enable people to contribute their core qualities and talents. The Intersectionality Walk Workshop enables individuals to step into someone else’s shoes and experience the workplace from an alternative perspective. It is designed to help create an enhanced understanding of how seemingly minor barriers can accumulate and compound disadvantages. This practical workshop helps to identify how small changes can remove systemic and structural barriers, which can make a big difference in people’s ability to contribute their full talents and, as a result, experience true inclusion and belonging.

The IW was developed as an educational approach by Dr Cate Thomas, Charles Sturt University, New South Wales and colleagues to take intersectionality from theory to practice. The IW places individuals, using personas, into the shoes of others who have different and potentially vulnerable identity characteristics. This serves to challenge the participants to go beyond their own world view and expand their thinking and logic of diversity and inclusion.

The IW as an exercise provides a practical demonstration of the compounding effect of multiple factors of identity that can disadvantage people in the workplace. It is an action-based activity on how intersectionality affects an individual’s engagement at work, and how identification and mitigation of structural barriers can change this. It also deliberately includes an educational component on how to achieve impactful structural change - through inclusion.

Active* Consent play –

'The Kinds of Sex You Might Have at College'

The Kinds of Sex You Might Have at College is a long-term collaboration involving academic staff from Drama and Theatre Studies and Psychology at the University of Galway and supported by students and alumni who work professionally in the creative industries. The play broaches a variety of topics around sex and consent, including gender identity, disclosure, navigating sexual misconduct within a friend-group, the non-linear nature of healing from trauma, and image-based sexual abuse. The topics and scenes covered in the play were developed in response to Active* Consent research data into young people's sexual experiences, and experiences of sexual violence and harassment.

The college play was then adapted for a secondary school audience as How I Learned About Consent in early October 2022 and piloted for two days at the University of Galway with 4 schools. The pilot study found significant changes on all consent attitude responses and teachers reported that the show was appropriate and useful for their pupils. The play allows audiences to see events play out; to see what could be done to improve sexual scenarios and see what consent and non-consent look like.

The majority of students who viewed the play, both at secondary school and third level, found that they had learned something about consent/sexual violence or harassment, and had engaged with the elements on stage (acting, writing, performance styles, and messaging were prominent).

"Every character was humanised. And the final scene sharing a moment of positive consent was really hard hitting because I think a lot of consent-based work focuses on the negativity and what can go wrong."

Student Feedback

L-R: MJ Devlin
Larsen, Gavin Friel,
Ailish McDonagh,
Ikenna Anyabuike



CBPPL Diversity Champions

In order to integrate, include, facilitate, and embrace the diversity of students in CBPPL, the Vice-Dean for EDI assembled a team of 22 students from across the College (mostly international, mostly post-grad) as Diversity Champions.

With a small amount of funding from the EDI project fund, the Diversity Champions developed a collection of **'Wondrous Diversity'** images and a role play video in which some of the Diversity Champions vocalised the lived experiences of racism suffered by some of our students to show case during Nelson Mandela Anti-Racism Week. The video offers two simple messages: 'Don't close your eyes to racism' and 'We are one humanity'. The project leads of these two projects, Suvankar Roy and Mohanjit Kaur, received a Certificate of Appreciation from the VP for EDI, Dr Helen Maher, and a letter of gratitude from our President.



CSE Intercultural Events

The College of Science and Engineering hosted two Intercultural events on April 20th 2023 in the Aula Maxima.

The events were a mini-festival of the arts in service of our common humanity and pivots on Anton Floyd's *Depositions* – a book of poems themed on the worldwide refugee crisis and population displacement. They featured live music from singer-songwriter Michael O'Donovan, *The Lost Gecko*, the film *From Tehran to Galway*, a short documentary produced by the University of Galway about the refugee story of Professor Afshin Samali, poetry and dance films as well as readings from the collection.

The lunchtime event took place from 1pm-2pm with the opening address by University of Galway President, Professor Ó hÓgartaigh. Galway poet, Mary O'Malley introduced the collection during the 7pm-9pm event and the welcoming address was given by Dr Helen Maher.

All proceeds from the sales of *Depositions* were in aid of UNHCR - Ireland, the United Nations agency for refugees.

Alternative Eye Podcast

The College of Arts, Social Sciences and Celtic Studies commissioned a second series of podcasts about diversity from award-winning audio producer Orla Higgins. Following a successful pilot series in 2022, a new series of Alternative Eye was launched in 2023 and ran throughout March, coinciding with the University's work on a developing a Race Equality Framework. The 5 podcasts, focusing on the theme of racism, were broadcast on Flirt FM. It is intended that such high-quality audio content could also be used for teaching purposes. All episodes can be accessed at <https://flirtfm.ie/articles/alternative-eye/> or on various podcast platforms.



Service-Learning Project for the Inclusion of Migrants and Refugees

Through Erasmus+ funding awarded to the CKI, both the Vice-President for Engagement, Dr Paul Dodd, and Vice-President for EDI, Dr Helen Maher are collaborating to deliver on a university-community partnership to enable academic programmes to incorporate migrants and refugees into the curriculum through community-based learning methodologies, or service learning pedagogy. The University of Galway is partnering with the University of Verona, University of Santiago de Compostela, and non-profit organisations ACCEM and Glocal Factory to bring the voices and experiences of new communities into the classroom while supporting students to engage directly within organisations addressing antiracism, inter-culturalism and allyship. Students will engage in hands-on projects in modules through Designing Futures and staff have undertaken a short course training programme with contributions from the University of Sanctuary, MakerSpace, GOCOM Radio and Campus Engage. The project welcomes the partners to the University of Galway on the 8th of November to collaborate with non-profit organisations to ensure that higher education pedagogy addresses the real societal needs of new communities. To learn more please visit: www.service-learning-m.eu



Service-Learning
Migrants/Refugees

CASSCS EDI in Research Seminar

CASSCS facilitated a successful seminar on EDI in research in the Moore Institute on Friday 3rd March 2023. This event was aligned with the College's strategic aim to 'encourage staff to explore EDI angles in research and develop specific EDI-related projects'. Colleagues who are developing EDI-related themes or using EDI principles to guide their research presented their work at the seminar. Themes covered included measuring effectiveness of EDI actions, education, gender, widening participation, positionality, methodology, youth and children, migration and language. The seminar underlined the importance of EDI in the research already being conducted across the College and the need to create a regular space where it can be shared and discussed. It is hoped to hold similar events every semester from now on.

Goal 4:

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





Race Equality Framework and Action Plan 2023 – 2027

Under the auspices of the Office of the Vice-President for Equality, Diversity and Inclusion, the Race Equality Committee, chaired by Owen Ward, EDI Programme Manager for Race Equality, has overseen the development of the University of Galway Race Equality Framework and Action Plan (2023 – 2027) during the academic year 2022/23.

This Race Equality Framework and Action Plan is University of Galway’s co-ordinated approach to eliminating racism in all its forms in the university. This includes antisemitism, islamophobia, racism that impacts on people of African descent, Asians, Irish Travellers and Roma, as well as migrants, refugees and asylum seekers.

It has been designed in response to the documented experiences of minority ethnic staff and students through an in-depth and multifaceted consultation and data gathering process. Furthermore, it is informed by the [United Nation’s call for global action to eliminate racism, A Union of Equality: EU Anti-Racism Action Plan 2020-2025](#), Ireland’s [National Action Plan Against Racism, Public Sector](#)

[Equality and Human Rights Duty, Higher Education Authority Act 2022](#) and Irish Council for International Students [Speak Out Against Racism Report](#).

Also, it is further informed by the Higher Education Authority [Race Equality in the Higher Education Sector Report](#), [Race Equality Implementation Plan 2022 -2024](#) and [Anti-Racism Principles for Irish Higher Education Institutions](#).

The Race Equality Framework and Action Plan for the University of Galway gives a clear roadmap that delivers on the race equality goals laid out in the [University Vision and Strategy 2020 – 2025](#) and the University’s [Equality, Diversity and Inclusion Strategy 2020 - 2025](#). It is underpinned by the values of Respect, Openness, Sustainability and Excellence, while rooted in a commitment to human rights, democracy, and the rule of law that also recognises University of Galway’s obligations to respect and protect human rights. The Race Equality Framework and Action Plan will be officially launched in November 2023.

Race Equality Framework and Action Plan consultation map



Sexual Violence and Harassment Prevention and Response

Sexual Violence and Harassment Prevention and Response Committee

The Sexual Violence and Harassment Prevention and Response Committee remains focused on the implementation of the [Framework for Ending Sexual Violence and Harassment in Irish Higher Education Institutions](#), in addition to a wider emphasis on sexual violence and harassment prevention and response.

The annual report on the implementation of the Framework was submitted to the HEA in January, documenting the progress to date regarding the actions outlined in the University of Galway's Ending Sexual Violence and Harassment (ESVH) Framework Action Plan. Specific actions relate to policy implementation, mechanisms for reporting and supporting both staff and students, awareness, education and training.

Sexual Violence and Harassment Prevention and Response Programme Coordinator

The Sexual Violence and Harassment Prevention and Response Programme Coordinator, Rebecca Connolly, commenced in February 2023. The current primary focus of this role is the development of an enhanced comprehensive education and training plan to target awareness raising in multiple contexts, building on existing work under the auspices of the institutional ESVH Implementation Plan. This will include resource development and awareness raising campaigns.

Rebecca is currently updating the institutional action plan to reflect ongoing progress under each of the specified actions. This process includes rationalising some of the actions to reduce overlap and enhance cohesion within the plan and identifying areas for further development.

Policy Development Specialist

The Policy Specialist focusing on SVH Prevention and Response commenced in May 2023. The policy specialist role will undertake a comprehensive review and analysis of the policy infrastructure in place for both staff and students. This will include extensive consultation with internal and external stakeholders with the objective of significantly revising policies and procedures.

Evidence to Action: Ending Sexual Violence and Harassment in Higher Education Institutions

The Higher Education Authority's Centre of Excellence for Equality, Diversity and Inclusion hosted a one-day conference 'Evidence to Action: Ending Sexual Violence and Harassment in Higher Education Institutions' on December 8th 2022. This conference showcased the latest evidence and ongoing good practice across the sector, shared learning and discussed future priorities and approaches in the context of the findings of recent surveys and the launch of the 'Ending Sexual Violence and Harassment in Higher Education Institutions Implementation Plan, 2022-2024'.



L-R: Dr Helen Maher, Gemma MacNally, Aoife Cooke, Ailish McDonagh, Gavin Friel, MJ Devlin Larsen, Rebecca Connolly, James McCormack, Dr Pádraig MacNeela.

Ending Sexual Violence in Higher Education Implementation Plan, 2022-2024

The 'Ending Sexual Violence in Higher Education Implementation Plan, 2022-2024' was developed in response to the reports of the 'National Survey on Sexual Violence and Harassment in Higher Education' pertaining to students and staff, launched in October 2022 (available [here](#)).

Towards a Zero Tolerance Approach: A Good Practice Guide

Minister for Further and Higher Education, Research, Innovation and Science and Minister for Justice, Simon Harris TD, launched 'Towards a Zero Tolerance Approach: A Good Practice Guide' in April 2023. The Good Practice Guide gives detailed advice on how to implement the various recommendations of the 2019 Framework 'Safe, Respectful, Supportive and Positive – Ending Sexual Violence and Harassment in Irish Higher Education Institutions'. It is based on extensive consultation with the National Advisory Committee (NAC), a truly innovative forum, led by the National Women's Council, bringing together HEIS, sexual violence services, the Higher Education Authority, An Garda Síochána, women's and student organisations and specialist bodies.

"Staff and students are entitled to a safe environment to study and work, free from harassment or violence. There is a particular responsibility on those charged with educating the next generation to ensure that their students and staff are equipped to lead the change required for a society where sexual violence and harassment are not tolerated." (Minister Simon Harris)



L-R: Kate Tierney, Aoife Grimes, Grace McGee, Kathy Heavey, Rebecca Connolly

We-Consent

In March 2023, Dublin Rape Crisis Centre (DRCC), alongside the Minister for Justice, Simon Harris TD, and Community Foundation Ireland, launched [We-Consent](#), a national campaign to inform, educate and engage with all members of Irish society about consent. The campaign will ignite further open and meaningful conversations about sex and relationships and build a greater understanding of consent.



Dublin Rape Crisis Centre's 'We-Consent' programme launch, 22nd March 2023, Merrion Square, Dublin

Speak Out

Speak Out is an online and anonymous reporting platform available to staff and students to disclose incidents of bullying, cyberbullying, harassment, discrimination, hate crime, coercive behaviour/control, stalking, assault, sexual harassment, sexual assault, and rape.

Speak Out is a key goal for the University of Galway Ending Sexual Violence & Harassment Action Plan which will enable the University to collect data and assist in the implementation of educational and policy initiatives, and to signpost individuals to support services and help.

A national evaluation of Speak Out was undertaken in May 2023 and a report will be launched in 2023.



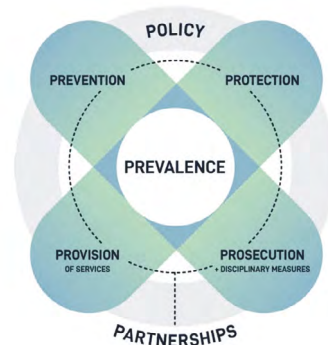
Speak Out is an online and anonymous reporting platform available to staff and students to disclose incidents of Bullying, Cyberbullying, Harassment, Discrimination, Hate Crime, Coercive behaviour/control, Stalking, Assault, Sexual Harassment, Sexual Assault, and Rape.

[UNIGALWAY.SPEAKOUT.IE](https://unigalway.speakout.ie)

Speak Out is available at: unigalway.speakout.ie

UniSAFE

The University of Galway are participating in UniSAFE, a three-year EU project to provide measurable evidence on the prevalence of gender-based violence in universities and research organisations. The UniSAFE project is now in the second phase of delivery with a primary emphasis on training and capacity building, policy mapping, policy recommendations and research findings. The outputs to date include a suite of tools such as a [Guide to Awareness Raising Campaigns](#) and a [Guide to Developing a Policy Framework](#). A substantial output from the project is the 7P Model which represents a holistic approach to tackle gender-based violence in Research Performing Organisations.



First Point of Contact Training

The University of Galway's Student Counselling Service and Galway Rape Crisis Centre with the support of the Sexual Violence and Harassment Prevention and Response Coordinator have now delivered First Point of Contact training to eight cohorts of staff and students in positions of responsibility. This trauma-informed training includes four sessions that focus on training staff and students in communication and interpersonal skills for providing the initial support and signposting of someone who has experienced sexual violence or harassment.

Those trained feel more confident in signposting others to appropriate professional supports, having an initial supportive conversation with someone affected by

sexual violence or harassment, and will become part of an ongoing network of likeminded members of the university community who express shared values of respect and support.

Funding has been received from the New Foundations IRC bid to evaluate the First Point of Contact training, following a proposal from Active* Consent and Galway Rape Crisis Centre. The training has received extremely positive feedback from attendees to date, and is a very welcome aspect of building capacity for trauma-informed supports within the university.



"I really enjoyed the training; a well-informed supportive environment was created from the beginning. I particularly liked that the trainers were practitioners and could share previous experiences. This training is essential for all staff and students - particularly managers and those in positions of influence"

First Point of Contact participant 2022.

First Point of Contact training participants

Consent, Sexual Violence and Harassment: Practitioner Skills & Practice CPD Module

The Active* Consent programme with contributors including Galway Rape Crisis Centre and the Sexual Violence and Harassment Prevention and Response Coordinator completed training with the third and fourth cohort of participants in 2023.

The module supports individuals involved in implementing programmes and initiatives related to consent, sexual violence and harassment. Drawing on examples related to the Consent Framework ('Safe, Respectful, Supportive & Positive: Ending Sexual Violence & Harassment in Irish Higher Education Institutions') promoted by the Department of Further & Higher Education, Research, Innovation & Science, working with post-primary schools, and other community settings.

The module supports practitioners, researchers, and advocates with an interest in these areas to further develop their approach to consent, sexual violence and harassment – by reflecting on and addressing organisational culture, critically thinking about institutional structures and processes, and via targeted initiatives.



Participants on the Consent, Sexual Violence and Harassment: Practitioner Skills & Practice CPD Module

Training, Education and Awareness raising

The EDI Office hosted a policy and practice seminar in collaboration with the Active* Consent programme on June 16th with Clarissa J. DiSantis Humphreys, Sexual Misconduct Prevention and Response Manager in the Student Support and Wellbeing Directorate at the University of Durham.

Clarissa presented practical guidance on how to address sexual violence and related forms of gender-based violence in a higher education setting, utilising a comprehensive institution-wide approach. The ethical method was trauma-informed and survivor-centred whilst being intersectional and requiring perpetrator accountability.

“Ensuring that students and employees can access their education and workplace free from the fear or the experience of harassment and violence should be at the heart of what we do”

Clarissa J. DiSantis



Back row, L-R: Dr Laura Loftus, Aoife Cooke, Dr Siobhán O'Higgins, Niamh Kavanagh, Owen Ward, Dr Helen Maher. Front row, L-R: Dr Pádraig MacNeela, President Ciarán Ó hÓgartaigh, Dr Charlotte McIvor, Niamh Gallagher, Margaret Forde, Rebecca Connolly

University of Sanctuary

The Universities of Sanctuary (UoS) Scholarship Programme welcomed nine new students to the University for the 2022/23 academic year. The Programme is currently in its fourth year, and is open to International Protection applicants, refugees, vulnerable immigrant groups and Irish Travellers. In collaboration with the University's four Colleges, the programme has welcomed 38 students from 20 different countries to the University to date, and to support this cohort on their educational journey they are paired with both support and academic mentors. UoS mentors receive bespoke training developed in collaboration with Spirasi, Foróige, and the Galway Traveller Movement (GTM). The programme is always looking for new mentors, and has proven a fantastic way for university staff to develop meaningful relationships with some of the most disenfranchised students who experience discrimination in their daily lives. Interested staff members can view descriptions of the mentoring roles and to express an interest in becoming a mentor at www.universityofgalway.ie/sanctuary/scholarships. This year, the programme has also supported the EU Passworld Programme, providing stipend and mentor support for the incoming student.

The Schools of Sanctuary Programme is going from strength to strength, following an information-sharing event held in the Institute for Lifecourse & Society (ILAS) Building in November 2022. The event served to encourage primary and post-primary schools in the region to undertake their Sanctuary journeys, and was well attended by representatives from a number of schools.

Following the event, Galway's Educate Together Post-Primary School and Sancta Maria College in Louisburgh, Co Mayo became involved in the SoS network, while St Nathy's College in Ballaghaderreen became a designated School of Sanctuary following a monitoring visit from the Galway Sanctuary Ambassador team in May. Galway City's only designated School of Sanctuary, Scoil Bhríde, held an event to mark Galway City Council's Bike Week in collaboration with An Mheitheal Rothar in May. The workshop encouraged students to dig out their bikes and to have them repaired free of charge. For Refugee Week this year, Galway's Sanctuary Ambassadors will visit Claddagh NS and Kinaffe NS in Mayo to discuss their education journey with students. To get involved with the Schools of Sanctuary Programme, interested persons can email sanctuary@universityofgalway.ie.

Beyond the education sphere, the UoS is contributing to Galway City's Intercultural Strategy, and was a founding member of the Galway Community Against Racism & Discrimination (CARD) Group. CARD launched on Monday, 20th March 2023 to mark the UN Day for the Elimination of Racial Discrimination, and held a solidarity rally in Galway City on Saturday, 25th March. The group comprises membership from Galway City Partnership (GCP), Galway Traveller Movement (GTM), Galway Council of Trade Unions, Amach! LGBT+ Galway, Galway City Community Network (GCCN), among other community groups, and was established to build community solidarity to challenge racism, discrimination and the spread of division and hate. To get involved with CARD, interested persons can email uni.sanctuary@universityofgalway.ie.



Galway Communities Against Racism & Discrimination (CARD) Rally, held on 25th March in Galway City (Photo sourced: GCCN)

EU-Passworld

Ireland's EU-Passworld project partnership between the University of Galway, UNHCR, and Nasc offers an innovative approach to creating safe and legal pathways to Ireland for refugees. By providing education opportunities based on ability and merit, the initiative ensures that selected refugees are recognised as international students, rather than being primarily defined by their refugee status. This is important for the identity and individuality of the refugee student and empowers them to experience a more natural social integration.

In May 2023, higher education stakeholders from nine of Ireland's universities met at University of Galway to discuss the expansion of this programme and create more international study opportunities for refugees across Irish universities. They were joined by refugee community leaders, European civil society members and an online audience from across the globe.

A pioneering local group 'Pobal na Gaillimhe', will welcome a refugee student to University of Galway in September 2023 with support from the University of Galway, UNHCR, the UN Refugee Agency, and Nasc, the Migrant and Refugee Rights Centre. The student will receive a full scholarship to undertake a taught Masters programme at the College of Science and Engineering. The welcome group will provide financial and social support to the student, help them to access services and settle into university life.



EU-Passworld partners meeting at the University of Galway

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

The MMIE project is about empowering Irish Travellers to transition and build a sense of belonging in Higher Education, and it brings together a consortium of partners (University of Galway Access Centre, Galway Traveller Movement, Mayo Traveller Support Group, Sligo Traveller Support Group, Western Traveller Intercultural Development Centre, TULSA, Higher Education Authority, and student representatives) working together to remove barriers to higher education.

University of Galway explores Irish Travellers' experience of the State

A special conference took place at University of Galway to examine the experience of Irish Travellers/Mincéirs and the State from 1922 to 2022, the impacts of that experience and the lessons to be learned. The event occurred on campus over two days - Friday and Saturday September 16th and 17th, 2022.

Part of the Decade of Centenaries Programme, the conference was proposed by Patrick Nevin and Elaine Martin and was run in conjunction with the Irish Centre for the Histories of Labour and Class at the University of Galway. It examined Irish Travellers' experience of discrimination since the foundation of the state, paying particular attention to the state's role in perpetuating disadvantage.

Minister Catherine Martin said: "I am pleased to support this important conference reflecting on the experiences of Irish Travellers/Mincéirs since the foundation of the independent Irish State. Events such as this, grounded in original research and scholarship, have been welcomed by the Expert Advisory Group on Centenary Commemorations. The ethos of the Decade of Centenaries Programme is inclusive, authentic, meaningful and respectful commemoration and this provides a timely opportunity to include a community, often historically overlooked in the commemorative narrative."

The conference agenda was multi-disciplinary and participative. It featured 70 speakers, a play, a living exhibition, two further exhibitions and a number of performances, with presentations in a variety of formats and featuring local, national, and international perspectives. There were contributions from Traveller/Mincéir activists and advocates, historians, folklorists, psychologists, sociologists, artists, cultural theorists and others.

Contributors included Patrick Nevin, Elaine Martin, Rosaleen McDonagh, Mags Casey, Dr Sindy Joyce, Dr Aoife Bhreatnach, Vincent Browne, and Owen Ward. The Conference was supported by the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media.

The Conference Steering Group members were Patrick Nevin, Elaine Martin, Owen Ward, Sarah Anne Buckley, John Cunningham and Mary Harris. The members acknowledge the participation of the Council of Europe's Committee of Experts on Roma and Travellers and the Department of Foreign Affairs, the Department of Children, Equality, Disability, Integration and Youth, and the Galway Council of Trades.

For further information, see <https://mooreinstitute.ie/event/irish-travellers-minceirs-the-state-1922-2022>



Goal 5:

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





Public Sector Duty

The Public Sector Duty confers on all public bodies a statutory basis for promoting equality, preventing discrimination and protecting human rights in accordance with the nine grounds articulated under the Public Sector Equality and Human Rights Duty, as initially specified in Section 42 of the [Irish Human Rights and Equality Act 2014](#). Both the University strategy and the institutional EDI strategy explicitly acknowledge the University's overarching commitment to the Public Sector Duty in the delivery of our service, in our interactions with staff and students, across our functions and relationships. This commitment was a primary focus for the actions undertaken this academic year including some of the following examples, many of which referenced elsewhere in this report:

- Initiatives to widen student participation led by the Access Centre;
- Race Equality Committee's work in designing and delivering a comprehensive consultation process to engage minority ethnic staff and students in the development of a Race Equality Framework and Action Plan;
- Universal Design and Accessibility initiatives to improve accessibility in a multifaceted manner incorporating the built environment and communications;
- Implementation of our Institutional Athena Swan and Gender Equality Action Plan 3, as well as School applications, implementation and renewal of Athena Swan;
- Institutional Athena Swan Culture Survey;
- Commencement of research on the development of an Intersectional Discrimination Index
- Emphasis on enhancing our EDI data infrastructure; and
- Consideration of equality implications of RIGRAM as a financial model
- Diversity audit of Údarás na hOllscoile members

The Public Sector Equality and Human Rights Duty requires ongoing assessment of the barriers and challenges, addressing these barriers and reporting on an annual basis. The initiatives mentioned above are evidence of the commitment to using the duty as the basis for the progressive realisation of equality and human rights. However, there are persistent challenges that require a concerted effort to mainstream and embed this commitment at every level within the University. As we move into the next phase of institutional and EDI strategic planning in 2024, further consideration will be given to strengthening the 'assess' and 'address' objectives of the public sector duty implementation.

Module audit for EDI related content (CASSCS)

CASSCS conducted an audit of the extent to which various strategic themes, including EDI, are embedded in teaching and learning. A researcher conducted a review of all 800 modules in the College with a view to identifying EDI themes and supporting staff who are engaged in this work. From an EDI perspective, the research will inform how the College operationalises the aim of fostering a culture that is inclusive and open, for instance in relation to embedding diversity in teaching, learning and research.

Diversity Data

Data is a key part of understanding where there is underrepresentation and disadvantage in our university. Combined with qualitative information, it enables us to better understand the lived experience of our community.

As the EDI agenda continues to evolve and expand, we are working to improve our data collection to establish the key diversity statistics (gender identity, religion, civil status, family status, sexual orientation, ethnicity, and disability) of our staff members.

The OVPEDI launched a new Diversity section on the Employee Self Service (ESS) Core Portal in 2021 and we are asking colleagues to disclose their personal diversity characteristics in the strictest confidence via this ESS Core Portal in a simple, approximately 3-minute process. This is a voluntary and confidential disclosure to assist the University in tracking diversity and representation among our staff. The Diversity section in Core portal can be accessed [here](#).

To date over 1000 colleagues have provided some or all of their personal diversity characteristics. Data is important for understanding where there is disadvantage and under-representation in our university and will enable us to devise targeted measures and actions to address and mitigate disadvantage where it exists. Currently, there are significant gaps in the diversity data in our university. Comprehensive diversity data enables us to consider the intersection of gender and ethnicity, gender and disability and other aspects of identity for our Athena SWAN institutional applications, and to consider the intersection of diversity characteristics more broadly.

Legal Basis

Data gathering is a key component in identifying inequality, initiating activity to address inequality, and evaluating progress, as is required by the Public Sector Equality and Human Rights Duty and by the University of Galway Equality, Diversity and Inclusion Strategy.

The recent Higher Education Act 2022 has introduced a legal basis (subject to the Data Protection Regulation and the Data Protection Act 2018) for Higher Education Institutions to report diversity data to the HEA including gender, ethnicity and disability of staff members. This is likely to expand to the collection and reporting of personal data on all 9 protected characteristics under Irish equality legislation to the HEA in the future.

How will it be used?

Personal information disclosed via the Diversity section of the ESS Core Portal will be aggregated and reported at institutional level only, and no individual will be identifiable in the process. Individual staff members are in control of their own information and may update or remove it at any time. A dedicated member of the OVPEDI is authorised to access this information and all personal data will be managed in accordance with the University's Data Protection Policy, Data Protection Acts and GDPR.

Equality Impact Assessments

Equality Impact Assessment (EIA) is a systematic and evidence-based process applied to the development and review of university policies and practices to ensure that they are non-discriminatory and are fair and inclusive in meeting the legitimate needs of the diverse groups that make up the University community. Although the mainstreaming of the EIA process has been integrated into QA002 Policies and Procedures, the implementation of EIAs has been somewhat uneven to date in the policy development and review process. The requirement to undertake an EIA for new and revised policies has now been further strengthened in QA002 Policies and Procedures. Policy owners are required to complete the Equality Impact Assessment Form and submit it with the final policy/document for approval by the relevant approving body. The OVPEDI will provide guidance and information to those undertaking an Equality Impact Assessment. [EIA Guidelines](#) and related templates are available on the OVPEDI website at <https://www.universityofgalway.ie/equalityanddiversity/policies-procedures>.

Academic Workload Allocation Model

The working group finalised the draft Academic Workload Allocation Guidance policy with the assistance of the Dean of Graduate Studies. The policy was formally approved at Academic Council in June 2023. The guidelines stipulate that an academic Workload Allocation Model must ensure the following:

- The allocation of work is informed by and supports achievement of individual, school, college and institutional priorities.
- There is an appropriate balance of activities assigned to staff, which supports staff health and wellbeing.
- There is a transparent process of allocation with opportunity for staff to contribute to decisions in relation to workload allocation and clear communication to staff of the outcome.
- Workload allocation informs workforce planning and ensures that quality research, scholarship, teaching and citizenship is delivered across the University.

The guidelines include provision for a percentage allocation of time to number of institutional roles with additional responsibilities, in addition to specific leadership and management roles and activities.

Annual Review process

It is recommended that workload allocation practices are reviewed annually by Schools and Colleges and that the approach to review is agreed and communicated to staff. Furthermore, HR will conduct an annual audit of a sample of Schools, reporting to the University Management Team to ensure fairness, consistency and adherence to the institutional principles.

Priorities for AY 2023/24

The pillars for the implementation of EDI strategies and actions continue to develop and evolve through the work of colleagues within the EDI office, Vice-Deans EDI, Access Centre, Active* Consent programme and colleagues across the University.

The high-level priorities for next year relate to policy, career progression, training and awareness-raising. This will include a comprehensive review of the policy infrastructure for staff and students pertaining to equality and anti-discrimination, in addition to sexual violence and harassment. The EDI office will support the objective review and evaluation of the academic promotions scheme with the aim to enhance our internal career progression processes continually. An institutional anti-racism awareness raising campaign will be launched under the auspices of the Race Equality Framework and Action Plan.



Summary Overview of EDI Programme of Work 2023-2024

Each of the four programmes will adopt an intersectional lens in terms of analysis and practice.

Universal Design and Accessibility

- Implementation of Universal Design and Accessibility Action Plan
- Adoption of Reasonable Accommodation Policy for Students
- Enhancement of Accessibility of the Built Environment
- Enhancement of Accessible Communications
- Mainstreaming of Assistive technologies for teaching and learning
- Disability awareness training



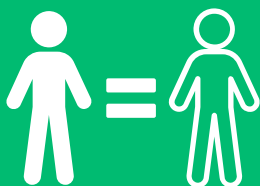
Sexual Violence and Harassment Prevention and Response

- Implementation of Ending Sexual Violence and Harassment Plan
- Enhanced education and awareness raising
- SVH Integrated Policy Framework
- Delivery of First Point of Contact training
- Collaboration with Active* Consent programme UniSAFE project



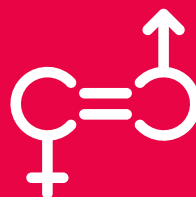
Race Equality

- Launch and Implementation of Race Equality Framework and Action Plan
- Development of an institutional Anti-racism campaign
- Delivery of anti-racism training for staff and students
- Supporting leadership at every level
- Support for International Staff Network
- Decoloniality, scholarship and curriculum



Gender Equality

- Implementation of Gender Equality Action Plan 3
- Athena Swan Application, Implementation and Renewal
- Establishment of Institutional Self-Assessment Team for Silver Application
- Implementation of measures to reduce the Gender Pay Gap
- Athena Swan Champions Network
- Support for University Women's Network
- Support for LGBT+ Staff Network
- Gender Identity training



Thank You

We are fortunate to have courageous and committed leadership throughout the University to assist in driving forward the necessary changes to progressively realise equality and inclusion, in addition to celebrating diversity. The EDI team would like to express our appreciation to staff, students and our external partners and collaborators for their continued dedication to advancing the EDI agenda, strategically and practically.





Equality, Diversity and Inclusion Annual Report 2022/23

Office of the Vice-President for
Equality, Diversity and Inclusion
University of Galway
University Road
Galway

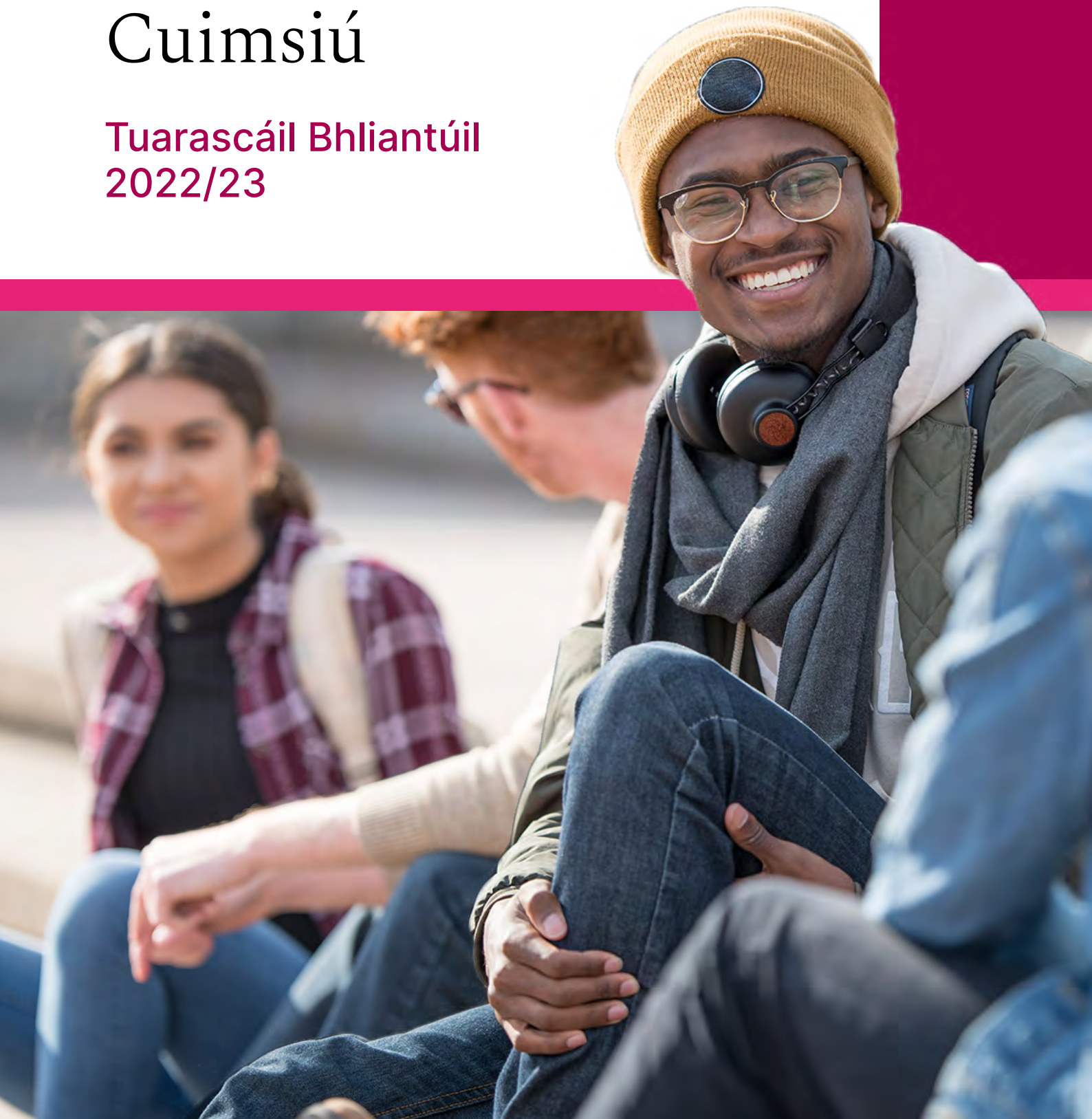
Email: OVPEDI@universityofgalway.ie



OLLSCOIL NA GAILLIMHÉ
UNIVERSITY OF GALWAY

Comhionannas, Éagsúlacht agus Cuimsiú

Tuarascáil Bhliantúil
2022/23



Tuarascáil Bhliantúil do Chomhionannas, Éagsúlacht agus Cuimsiú 2022/23

Clár ábhair

Brollach	3
Réamhrá	4
Foireann OVPEDI	5
Spriocanna EDI	6
Sprioc 1: Aithnítear cion gach duine i bpobal na hollscoile agus tá meas air	8
Athena SWAN	10
Gréasáin Foirne	13
Aitheantas a thabhairt dóibh siúd a bhfuil obair éachtach déanta acu do EDI	18
Sprioc 2: Tugtar tacaíocht ghníomhach do gach comhalta foirne agus mac léinn de réir a gcuid riachtanas chun a lánacmhainneacht a bhaint amach	20
Comhionannas Inscne	22
Rannpháirtíocht na Mac Léinn a Leathnú	31
Dearadh Uilíoch agus Inrochtaineacht	32
Ómós a Neadú in Ollscoil na Gaillimhe	34
Forbairt agus Folláine Foirne	35
Sprioc 3: Déanfaidh Ollscoil na Gaillimhe cleachtais nuálacha EDI a bhrú chun cinn san Earnáil Ardoideachais	38
An Chéad Seachtain Frithchiníochais Nelson Mandela 2023	40
Ciste Tionscadail EDI do Sheachtain Frithchiníochais Nelson Mandela	42
Comhdháil Náisiúnta an ÚAO ar Chomhionannas Ciníocha	46
Tionscadail an Chiste Feabhsaithe Comhionannais Inscne	47
Ceardlann ‘Siúlóid Trasnachais’	48
Dráma maidir le Toiliú Gníomhach* – ‘The Kinds of Sex You Might Have at College’	49
Seaimpíní Éagsúlachta Choláiste an Ghnó, an Bheartais Phoiblí agus an Díl (CBPPL)	50
Imeachtaí Idirchultúrtha Choláiste na hEolaíochta agus na hInnealtóireachta	50
An Podchraoladh Alternative Eye	51
Tionscadal Foghlama Seirbhíse chun Imircigh agus Dídeanaithe a Chuimsiú	51
EDI de chuid Choláiste na nDán, na nEolaíochtaí Sóisialta & an Léinn Cheiltigh (CASSCS) i Seimineár Taighde	51
Sprioc 4: Cultúr campais a chothú atá fáilteach, cuimsitheach, sábháilte agus saor ó idirdhealú	52
Creat agus Plean Gnímh do Chomhionannas Ciníocha 2023-2027	54
Foréigean Gnéis agus Ciapadh Gnéis a Chosc agus Freagairt dóibh	55
Ollscoil Tearmainn	59
EU-Passworld	60
Tionscadal Mincéirs Mis'l'd in Education: Neadú Chultúr agus Stair Phobal Taistealaithe na hÉireann	60
Déanann Ollscoil na Gaillimhe iniúchadh ar thaithí Thaistealaithe na hÉireann ar an Stát	61
Sprioc 5: Peirspictíocht an chomhionannais a leabú san obair ó lá go lá ar fud na bhfeidhmeanna go léir	62
Dualgas na hEarnála Poiblí	64
Iniúchadh modúil le haghaidh ábhar a bhaineann le EDI (CASSCS)	65
Sonraí Éagsúlachta	65
Measúnacht Tionchair Comhionannais	66
Múnla Leithdháilte Ualaigh Oibre Acadúil	66
Tosaíochtaí don Bhliain Acadúil 2023/24	67
Léargas Achomair ar Chlár Oibre EDI 2023-2024	68

Brollach



Tá lúcháir orm an réamhrá seo a scríobh chun aitheantas a thabhairt don réimse leathan ábhar ar a bhfuiltear ag díriú sa Tuarascáil Bhliantúil do Chomhionannas, Éagsúlacht agus Cuimsiú 2022/23. Léiríonn tuarascáil bhliantúil na bliana acadúla seo go bhfuil béim níos mó á cur ar chomhionannas, éagsúlacht agus cuimsiú i gcuspóirí agus i bpróifíl na foirne agus na mac léinn atá ag iarraidh cúrsaí a athrú ó bhonn i gcomhar le dreamanna eile.

Caithfidimid dul níos faide ná sin anois, agus leanúint orainn ag sárú teorainneacha leis an áit a athrú ar bhealach dearfach. Táim ag súil leis an ábhar sin a phlé as seo go ceann bliana. Mar ollscoil, is féidir linn agus ba chóir dúinn beart a dhéanamh a sheasfaidh linn nuair a bheifear ag scríobh na staire amach anseo.

An bhliain acadúil seo, chuireamar le líon na Scoileanna a bhfuil dámhachtainí Athena Swan bainte amach acu agus bhaineamar amach gradam Airgid do Scoil na hInnealtóireachta, an chéad cheann atá bainte amach ag Ollscoil na Gaillimhe. Bronnadh gradaim Chré-umha ar Scoil an Dílí, Scoil na Ríomheolaíochta agus an Institiúid Eolaíochta Sonraí, agus ar Choláiste na Sionainne. Léiríonn na héachtaí seo gur mór lenár gcomhghleacaithe go dtacófaí le comhionannas inscne ag leibhéal na Scoile. Beidh tacaíocht airgid bhreise ar fáil do gach Scoil in 2023/24 d'obair Athena Swan ag céimeanna an iarratais, an fheidhmithe agus na hathnuachana, faoi stiúir oifig EDI. Tá líon suntasach daoine ag dul i ngleic leis an raon cuspóirí a thagann faoi Phlean Gnímh Comhionannais Inscne na hInstitiúide; ach is léir go bhfuil gá le gníomh níos nuálaí agus níos radacaí ag an bpointe seo chun aghaidh a thabhairt ar an éagothroime inscne agus an dochar atá déanta le blianta fada.

Cuireadh beart le briathar i mbliana maidir leis an ngealltanas a tugadh go dtabharfaí aghaidh ar chomhionannas ciníochas nuair a bunaíodh an Coiste do Chomhionannas Ciníochas agus an próiseas comhairliúcháin leathan chun Creat agus Plean Gnímh do Chomhionannas Ciníochas a fhorbairt. Ina theannta sin, de réir mar a bhí cruth ag teacht ar chlár oibre an pholasaí EDI, thionóil an Ollscoil an chéad chomhdháil de chuid an ÚAO faoin ábhar Comhionannas Ciníochas san Ardoideachas i gcomhar le hInstitiúidí Ardoideachais eile. Seoladh Anti-Racism Principles for Irish Higher Education Institutions ag an ócáid náisiúnta seo, cáipéis a raibh lámh againne inti agus a bhfuil ár síniú léi. Tacóidh na prionsabail seo leis an aidhm atá againn dul i ngleic le héagothroime ar bhonn cine agus cuirfidh siad leis an acmhainn atá againn comhionannas ciníochas a chur chun cinn. Ócáid spreagúil a bhí sa chéad seachtain Frithchiníochais Nelson Mandela le daoine a chur ar an eolas faoin gciníochas, a spreag cuimhne na coitiantachta agus inar tugadh léargas ar thionscnaimh frithchiníochais na mac léinn agus na foirne.

Níl aon dul as ach aghaidh a thabhairt ar fhoréigean gnéis agus ar chiapadh gnéis lena chinntiú go mbeidh timpeallacht oibre agus foghlama shábháilte againn a bhfuil tacaíocht le fáil againn inti. Leanann ár gclár Toilithe* Ghníomhaigh ag cur daoine ar an eolas agus ag cuidiú le daoine tuiscint a fháil ar an athrú cultúir agus iompair atá le cur i bhfeidhm ag leibhéal ardoideachais, breisoideachais agus oideachais dara leibhéal. Mar fhocal scoir, tá sé tábhachtach go dtabharfaí aitheantas do na forbairtí leanúnacha i gcur i bhfeidhm an Phlean Gnímh don Dearadh Uilíoch agus Inrochtaineacht maidir leis an timpeallacht fhisiciúil agus dhigiteach ar mhaithe lenár bpobal ollscoile go léir. Teastaíonn comhoibriú leanúnach idir ionaid éagsúla laistigh den ollscoil leis an obair seo chun bonn daingean a chur faoi inrochtaineacht agus cuimsiú trí dhearadh a chur i gcrích.

Ba mhaith liom buíochas ó chroí a ghabháil lenár gcomhghleacaithe ar fad atá páirteach san obair chun EDI a chur chun cinn in Ollscoil na Gaillimhe, go háirithe baill EDICC, EDIHRC, na Leas-Déin EDI, agus ár gcomhghleacaithe san OVPEDI.

An tOllamh Ciarán Ó hÓgartaigh
Uachtarán, Ollscoil na Gaillimhe

Réamhrá

Tugann Tuarascáil Bhliantúil Ollscoil na Gaillimhe do Chomhionannas, Éagsúlacht agus Cuimsiú 2022/23 léargas ar an raon gníomhartha agus gníomhaíochtaí a rinneadh i rith na bliana acadúla chun príomhspríocanna straitéiseacha Straitéis EDI na hOllscoile 2020-2025 a chur chun cinn. Leagtar béim sa tuarascáil ar an rannpháirtíocht agus ar an gcomhoibriú suntasach a bhí idir an fhoireann agus mic léinn chun clár oibre EDI na hOllscoile a chur chun cinn. I dTuarascáil Bhliantúil 2022/23 tugtar cuntas ar an mbealach ar forbraíodh clár oibre an EDI agus aird ar leith á tabhairt ar na ceithre philéar; Comhionannas inscne, Comhionannas ciníoch, Dearadh Uilíoch agus Inrochtaineacht, agus Foréigean Gnéis agus Ciapadh Gnéis a Chosc agus freagairt dóibh. Ina theannta sin, tá níos mó airde á tabhairt ar ghné thrasnach agus ar thionchar carnach na héagothroime sa bhéim atá á leagan ar pholasaí agus ar chleachtas EDI laistigh den ollscoil.

Rinneadh athruithe móra ar an bhfoireann EDI agus chuir sé sin ar ár gcumas na spríocanna ardleibhéil, na clár oibre agus na pleananna gnímh gaolmhara seo a chur i gcrích. Áirítear ar an bhfoireann comhaltaí foirne nua a bhfuil freagracht orthu as ár ngealltanais maidir le comhionannas ciníoch a chur chun cinn, an bonneagar sonraí EDI agus na hacmhainní tuairiscithe a fheabhsú, cur leis an bhfeasacht tríd an oideachas, oiliúint agus ár gcreat polasaí a dhéanamh níos éifeachtaí: an Dr Laura Loftus, Bainisteoir Clár EDI do Chomhionannas Inscne; Owen Ward, Bainisteoir Clár EDI do Chomhionannas Ciníoch; Margaret Forde, Bainisteoir Sonraí EDI; Rebecca Connolly, Comhordaitheoir maidir le Foréigean Gnéis agus Ciapadh Gnéis a Chosc agus Freagairt dóibh; agus Niamh Kavanagh, atá i gceannas ar mhórtionscadal ar an gcreat polasaí maidir le foréigean gnéis agus ciapadh gnéis institiúideach. Mar a tharla sna blianta roimhe seo, tá an oifig EDI ag brath ar cheannaireacht ag gach leibhéal ar fud na hOllscoile chun na hathruithe cultúrtha atá riachtanach a dhéanamh chun EDI a leabú sa chleachtas. Leanann na Leas-Déin EDI ag tacú leis an obair seo agus á brú ar aghaidh ag leibhéal an Choláiste, ag cothú smaointe agus tionscnaimh nua a chuireann le clár oibre EDI.

Déanann an tuarascáil seo cur síos ar na príomhghníomhartha agus na príomhghníomhaíochtaí ar tugadh fúthu chun go ndéanfaí athrú fiúntach ar mhaithe leis na comhaltaí foirne agus leis na mic léinn de gach cineál atá againn. In ainneoin an dul chun cinn seo, áfach, tá sé tábhachtach a admháil go bhfuil go leor oibre le déanamh chun go mbeidh bláth ar an gcomhionannas de réir na dtréithe cosanta atá sonraithe sa reachtaíocht a bhaineann le comhionannas agus cearta an duine sa tír seo. Tá gá le cur chuige níos radacaí agus níos nuálaí a ghlacadh, lena n-áirítear bearta gnímh dhearfacha, chun ár spríocanna straitéiseacha ollscoile a bhaint amach agus chun ár n-uaillmhian don chomhionannas a chur chun cinn laistigh dár gcórais agus dár struchtúir ollscoile, agus i measc ár bpobail. Go hidirnáisiúnta, is cúis imní é a thapúla atá an bonn á bhaint de pholasaí agus d'ionstraimí reachtúla chearta an duine le bearta ar céim chun cúil iad, trí bhearta agus bonneagair chomhionannais a cuireadh de dhroim seoil, rud a d'fhág go bhfuil pobail ag éirí níos leochailí i gcónaí. Ní féidir linn na maidí a ligean le sruth i dtéarmaí ár gclár oibre comhionannais, éagsúlachta agus cuimsithe. Is éard atá i gceist le hollscoil atá ar leas an phobail ollscoil a cheistíonn coincheapa agus a bhíonn ag cur an chomhionannais agus an chuimsithe chun cinn de shíor.

An Dr Helen Maher

An Leas-Uachtarán Comhionannais,
Éagsúlachta agus Cuimsithe

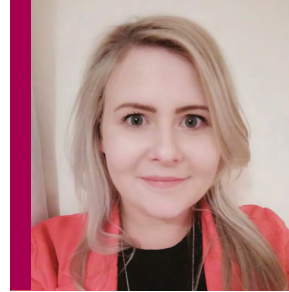
Foireann OVPEDI



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



Aoife Cooke,
Ceannasaí Comhionannais,
Éagsúlachta agus Cuimsithe



An Dr Laura Loftus,
Bainisteoir Cláir EDI do
Chomhionannas Inscne



Owen Ward,
Bainisteoir Cláir EDI do
Chomhionannas Cínocha



Margaret Forde,
Bainisteoir Sonraí EDI



Niamh Gallagher,
Cúntóir Riaracháin



Rebecca Connolly,
Comhordaitheoir an Chláir
maidir le Foréigean Gnéis
& Ciapadh Gnéis a Chosc
agus Freagairt dóibh



Niamh Kavanagh,
Speisialtóir Forbartha
Polasaí – Foréigean Gnéis
& Ciapadh Gnéis a Chosc
agus Freagairt dóibh

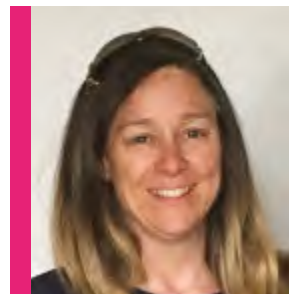
Leas-Déin EDI



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



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



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



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

Spriocanna EDI

Soláthraítear i Straitéis Ollscoil na Gaillimhe don Chomhionannas, Éagsúlacht agus Cuimsiú 2020-2025 creat leathan inar féidir ár gclár oibre shonracha a chur chun cinn chun tacú le hollscoil atá éagsúil, cothrom agus cuimsitheach ar bhealach inbhuanaithe agus nuálaíoch. Tá an Tuarascáil Bhliantúil EDI seo leagtha amach de réir chúig sprioc uileghabhálacha na straitéise EDI agus chomh maith leis sin aithnítear inti go mbaineann go leor de na tionscnaimh atá ilchineálach le spriocanna éagsúla ag an am céanna.



SPRIOC 1:

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



SPRIOC 2:

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



SPRIOC 3:

Déanfaidh Ollscoil na Gaillimhe cleachtais nuálacha EDI a bhrú chun cinn san Earnáil Ardoideachais



SPRIOC 4:

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



SPRIOC 5:

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



Sprioc 1:

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





Athena SWAN

Gradaim Athena SWAN 2022/23

Tá an-áthas orainn a thuairisciú gur ghnóthaigh Scoil na hInnealtóireachta in Ollscoil na Gaillimhe Gradam Airgid Athena Swan i Meán Fómhair 2022. Is é seo an chéad uair ag Scoil Innealtóireachta i bPoblacht na hÉireann creidiúnú airgid a bhaint amach.

Bronnadh creidiúnú Cré-umha Athena Swan ar **Scoil na Ríomheolaíochta**, an Institiúid Eolaíochta Sonraí agus **Scoil an Dlí** i mí an Mhárta 2023 freisin. Tar éis an athstruchtúraithe i gColáiste na hEolaíochta agus na hInnealtóireachta, tá **Scoil na nEolaíochtaí Bitheacha** agus Ceimiceacha agus **Scoil na nEolaíochtaí Nádúrtha** i ndiaidh a bpleananna gnímh Athena Swan a chur le chéile agus d'éirigh leo a ngradam Cré-umha a aistriú.

Bhí Searmanas Ghradaim Athena Swan Ireland 2022 ar siúl an 8 Samhain ar Champas Mhaigh Eo d'Ollscoil Teicneolaíochta an Atlantaigh (ATU). Rinne an Dr Maeve Duffy agus an tOllamh Eddie Jones, Comhchathaoirligh na Foirne Féinmheasúnaithe ó Scoil na hInnealtóireachta, cur i láthair ar a raibh déanta ag a Scoil féin le Gradam Airgid Athena Swan a bhaint amach. Ba í seo an chéad ócáid Éireannach Athena Swan a eagraíodh ar an láthair ó 2019 i leith, agus bhí ionadaithe ó institiúidí ar fud na tíre i láthair.



Sa phictiúr ag Searmanas Ghradaim Athena Swan Ireland 2022 – ó chlé: An Dr Helen Maher, an tOllamh Eddie Jones, an Dr Maeve Duffy, Mary Dempsey, an Dr Laura Loftus, an tOllamh Walter Gear, an Dr Ann Ryan, Aoife Cooke (aitheantas Advance HE)



Baill d'Fhoireann Féinmheasúnaithe Athena Swan Scoil na hInnealtóireachta

Gradaim Athena SWAN

 Scoil	 Critéir	 Babhta
Scoil na hEolaíochta & na hInnealtóireachta	Airgead	Aibreán 2022
Scoil an Dí	Cré-umha	Samhain 2022
Scoil na Ríomheolaíochta agus an Institiúid Eolaíochta Sonraí	Cré-umha	Samhain 2022
Coláiste Ósta na Sionna	Cré-umha	Samhain 2022
Scoil na nEolaíochtaí Bitheacha agus Ceimiceacha	Cré-umha (larratas ar Aistriú Gradaim tar éis athstruchtúró a bheith faofa)	Feabhra 2023
Scoil na nEolaíochtaí Nádúrtha	Cré-umha (larratas ar Aistriú Dámhachtana tar éis athstruchtúró a bheith déanta faofa)	Feabhra 2023

Tábla 1: Gradaim Scoile Athena Swan i mBliain Acadúil 2022/23

Gradam Athena Swan
Institiúideach Cré-umha, 2021
11 Scoil le Gradaim Athena
Swan Chré-umha

1 Scoil le Gradam
Athena Swan Airgid



Suirbhé Athena Swan 2023 ar an bhFoireann ar Fad

Rinne an OVPEDI Suirbhé Athena Swan ar an bhFoireann ar Fad i mí Aibreáin/Bealtaine 2023. D'oibrigh an OVPEDI go díreach le Scoileanna agus Aonaid chun níos mó den fhoireann a spreagadh le bheith páirteach sa suirbhé agus chun an próiseas a chuíchóiriú.

Ba é an toradh a bhí ar an gcomhiarracht go bhfuarthas 1,016 freagra, ardú mór ón 495 freagra a tugadh ar an suirbhé Athena Swan a rinneadh in 2021. Beidh freagraí an tsuirbhé, mar aon le sonraí cáilíochtúla, mar bhonn eolais d'fhorbairt pleananna gnímh institiúideacha agus Scoile agus d'iarratais ar chreidiúnú Athena Swan. Úsáidfidh an OVPEDI, i gcomhar lenár gcomhghleacaithe EDI sna Scoileanna agus sna hAonaid, na freagraí seo chun a fháil amach cad é an dul chun cinn atá déanta ag Ollscoil na Gaillimhe agus lena shocrú cad iad na chéad chéimeanna eile a dtabharfar fúthu chun comhionannas inscne a chur chun cinn.

Líonra Seaimpíní Athena Swan

Seoladh [Líonra Seaimpíní Athena Swan](#) Ollscoil na Gaillimhe i mí na Nollag 2022. Is é aidhm an Líonra cabhrú leo siúd a bhfuil baint acu le hobair Athena Swan ar fud na hOllscoile eolas a mhalartú agus tacú le chéile.

Tagann Líonra na Seaimpíní le chéile uair sa ráithe, agus cuirtear [Grúpa Stiúrtha Institiúideach Athena Swan](#) ar an eolas faoi na hábhair a phléitear ann. Sa ghrúpa sin tá Cathaoirligh na bhFoireann Féinmheasúnaithe, na Leas-Déin Comhionannais, Éagsúlachta agus Cuimsithe agus baill den OVPEDI.



Sa phictiúr ag seoladh Líonra Seaimpíní Athena Swan – ó chlé: An Dr Sandra Galvin, an Dr Katarzyna Whysall, an Dr Victoria Hogan, an Dr Deirdre Gilpin, Ollscoil na Banríona, an Dr Helen Maher, an Dr Laura Loftus, Aoife Cooke

Seimineár faoi chreidiúnú Airgid Athena Swan

Reáchtáil an OVPEDI seimineár ar chreidiúnú Airgid Athena Swan an 21 Meitheamh 2023. Thug Uachtarán na hOllscoile, an tOllamh Ciarán Ó hÓgartaigh, an t-aitheasc tosaigh os comhair comhghleacaithe as gach rannóg den Ollscoil. Deis iontach a bhí sa seimineár d'Ollscoil na Gaillimhe ceiliúradh a dhéanamh ar a bhfuil bainte amach go dtí seo ag an institiúid i dtéarmaí Athena Swan. Labhair an Dr Maeve Duffy ó Scoil na hInnealtóireachta in Ollscoil na Gaillimhe faoin ngradam Airgid Athena Swan a fuair siadsan. Bhí cur i láthair ann freisin ó Caroline Murphy ó Scoil Ghnó Kemmy Ollscoil Luimnigh ar an ngradam Airgid a ghnóthaigh siadsan le déanaí, agus ó Sarah Fink ó Athena Swan Ireland. Thug an t-imeacht deis don Ollscoil anailís a dhéanamh le chéile ar na céimeanna nach mór dúinn a ghlacadh chun a chinntiú go n-éireoidh le hiarratais ar leibhéal Scoile agus Institiúide amach anseo agus ba mhór an t-údar misnigh é an oiread sin den fhoireann a bheith i láthair agus a dhúthrachtaí a bhí siad don chomhionannas inscne agus do phróiseas Athena Swan.



Ócáid faoi chreidiúnú Airgid Athena Swan, Meitheamh 2023



Ócáid faoi chreidiúnú Airgid Athena Swan, Meitheamh 2023 - ó chlé: an Dr Laura Loftus, Caroline Murphy, Sarah Fink, an Dr Maeve Duffy, an Dr Helen Maher.

Gréasáin Foirne

Líonra Ban na hOllscoile



Bhí bliain iontach eile ag Líonra Ban na hOllscoile (UWN), agus bhí níos mó ná 500 ball páirteach ann den chéad uair riamh. Bhí an-áthas orthu a bheith ar ais ar an gcampas agus a bheith in ann bualadh le chéile arís. Chuir Líonra Ban na hOllscoile tús leis an mbliain le maidin chaife le hairgead a bhailiú do Scoláirí i mBaol (SAR) i mí Mheán Fómhair 2022. D'éirigh go han-mhaith leis an ócáid. Bhí ríméad ar an Líonra gur bhailigh siad €450 chun tacú lena gcuid oibre le scoláirí a bhfuil bagairt dháiríre á déanamh ar a saol, a saoirse agus a bhfolláine a chosaint.

I mí Dheireadh Fómhair 2022, thug an Dr Aoibhinn Ní Shúilleabháin an ceathrú Mórléacht Bliantúil Sheehy Skeffington. Tá an tsraith léachtaí seo, ina dtréaslaitear a misneach le daoine a labhraíonn amach in aghaidh an oilc agus na héagóra, ainmnithe in ómós iar-chomhghleacaí linn, an Dr Micheline Sheehy Skeffington, a d'oibrigh go tréan ar son an chomhionannais inscne san ardoideachas, agus a seantuismitheoirí, Hanna agus Francis Sheehy Skeffington, ar fheiminigh agus shufragóirí iad.

Thug Aoibhinn, atá ina hOllamh Cúnta i Scoil na Matamaitice agus an Staidrimh i gColáiste Ollscoile Bhaile Átha Cliath agus ina taighdeoir Oideachais Matamaitice, caint chumhachtach don slua mór a bhí i láthair faoina taithí ar chiapadh gnéis ag an obair, faoina mhíshásúla a bhí an méid a rinne a hinstitiúid faoi, agus faoina cinneadh labhairt amach go poiblí faoina ndeachaigh sí tríd. Mar gheall ar an méid a tharla di rinneadh athruithe ar chur chuige COBÁC i leith gearán faoi bhulaíocht, ciapadh gnéis agus foréigean gnéis, agus bhí baint nach beag aige leis an méid atá déanta ar bhonn náisiúnta chun aghaidh a thabhairt ar mhí-iompar gnéis agus foréigean gnéis san earnáil oideachais tríú leibhéal trí chéile. Níos lú ná dhá mhí tar éis a haithisc do Líonra na mBan, fuair Aoibhinn leithscéal poiblí ó COBÁC.

I mí Dheireadh Fómhair freisin, thug an Líonra ómós do na cathaoirligh a bhí ag éirí as, an tOllamh Margaret Hodgins agus Imelda Byrne, agus gabhadh buíochas leo as an obair iontach a rinne siad ar son an Líonra. Fágadh slán chomh maith ag na baill den choiste a bhí ag éirí as, agus cuireadh fáilte mhór roimh bhail nua an Choiste Feidhmiúcháin. I mí Feabhra, rinne an Líonra ceiliúradh ar Lá Fhéile Bríde agus ar an lá saoire poiblí nua. Tugadh ómós

d'aon bhan-naomh na hÉireann – agus duine dár n-iliomad bandéithe págánacha – le tae, caife, sóláistí, caint agus comhrá agus rinneadh crosóga Bríde traidisiúnta faoi stiúir an ealaíontóra Fiona Rooney.

Rinneadh Lá Idirnáisiúnta na mBan 2023 a chomóradh le plé bríomhar painéil le roinnt de bhunaitheoirí an Líonra, faoi chathaoirleacht an Leas-Uachtaráin Comhionannais, Éagsúlachta agus Cuimsithe, an Dr Helen Maher. Phléigh an painéal na cúiseanna ar bunaíodh an Líonra aon bhliain déag ó shin agus cuid de na nithe is mó atá bainte amach aige ó shin i leith. Dearnadh na coitiantachta: a lán déanta, neart le déanamh!

Bhí an imeacht deiridh a d'óstáil an UWN an bhliain acadúil seo ar siúl ag grianstad an Mheithimh. Thug an Dr Mary McGill, taighdeoir i staidéar na meán agus iar-scoláire Hardiman in Ollscoil na Gaillimhe, cur i láthair iontach suimiúil bunaithe ar a taighde dochtúireachta agus an leabhar a d'fhoilsigh sí in 2021 ar na buntáistí agus na contúirtí a bhaineann le teicneolaíochtaí nua agus na meáin shóisialta do mhná.

I rith na bliana, bhailigh Líonra na mBan aiseolas ó na baill maidir leis na tosaíochtaí ba cheart a bheith ag a líonra. I measc na moltaí tá imeachtaí folláine agus níos mó imeachtaí sóisialta a thugann seans do na baill bualadh le chéile. Bítear de shíor ag iarraidh a chur in iúl sa Líonra go bhfuil fáilte roimh gach inscne ann, ní roimh mhná amháin! Tuigeann an Líonra go bhfuil an Coiste Feidhmiúcháin sách aonchineálach agus tá athbhreithniú á dhéanamh ar bhealaí a bhféadfaí níos mó éagsúlachta a bheith ag baint leis. Leanann an Líonra air ag tarraingt aird ar cheisteanna 'oidhreachta', lena n-áirítear an bhearna pá inscne, a d'eascair as na blianta d'éagothroime inscne agus ag éileamh go ndéanfaí gníomh lena leigheas.

Tabharfar eolas maidir leis an gcúigiú léacht bhliantúil Sheehy Skeffington go luath. Tá sé deimhnithe gurb í an cainteoir a bheidh ann ná Leifteanant-Cheannasaí an Gharda Cóstá Kimberly Young-McClear, a fuair Gradam Náisiúnta na Stát Aontaithe do Sceithirí in 2019 as an obair a rinne sí maidir le mí-úsáid shuntasach chumhachta Gharda Cóstá na Stát Aontaithe agus iad ag láimhseáil líomhaintí bulaíochta, ciaptha agus idirdhealaithe.

I Márta 2023 den chéad uair riamh d'eagraigh na trí líonra foirne EDI – an UWN, Líonra Foirne LGBT+ agus an Líonra Foirne Idirnáisiúnta an chéad imeacht riamh i gcomhar le chéile. Caifé éagsúlachta a bhí ann, a reáchtáladh mar chuid de shraith imeachtaí comórtha na chéad Seachtaine Frithchiníochais Nelson Mandela san Ollscoil. Roinn na rannpháirtithe a dtaithe ar idirdhealú díreach agus indíreach ar fhorais inscne, ciníocha/eitneachais, reiligiúin, náisiúntachta, stádais teaghlaigh, agus treoshuímh gnéis. D'fhreastail go leor daoine ar an imeacht agus cuireadh aiseolas ó bhord díospóireachta gach líonra ar aghaidh chuig an OVPEDI.



An Dr Aoibhinn Ní Shúilleabháin leis na hiarChathaoirligh ar Líonra Ban na hOllscoile, an tOllamh Margaret Hodgins agus Imelda Byrne



Ó chlé Comhchathaoirligh Líonra na mBan, an Dr Edel Hughes agus Jane Ennis le bunaitheoirí an Líonra, an Dr Rachel Hilliard, Aoife Cooke, an Dr Pat Morgan agus Nicola McNicholas, agus an Leas-Uachtarán do Chomhionannas, Éagsúlacht agus Cuimsiú, an Dr Helen Maher, Lá Idirnáisiúnta na mBan 2023.



Ócáid Lá Fhéile Bríde le Fiona Rooney

An Lónra Foirne Idirnáisiúnta

Bhí an Lónra Foirne Idirnáisiúnta (ISN) ag obair go cianda go dtí Earrach 2022 agus nuair a d'fhill siad chuir Féile an Earraigh tús le gníomhaíochtaí ar an láthair i mBealtaine 2022, féile a raibh ar fhreastail go leor daoine uirthi. Ó shin i leith, tá méadú tagtha ar bhallraíocht an Lónra go 175 ball ó 35 tír. Díróidh i mbliana ar chomhoibriú le foireann ionductaithe AD chun feabhas a chur ar an Eolas Fáilte agus ar an ionductú a chuirtear ar fáil do chomhaltaí foirne idirnáisiúnta nua. Chuir an cúigear ball den ISN atá ar an gComhairle Acadúil ceisteanna faoi thithíocht, rialacháin víosaí, agus polasaithe méala dóibh siúd a bhfuil orthu taisteal thar lear faoi bhráid Phobal na hOllscoile. Chuidigh baill an Lónra atá ar Choiste Campais EDI le forbairt a dhéanamh ar an gcreat agus an plean gnímh nua do Chomhionannas Ciníochá agus thug siad tacaíocht do bhaill le próisis ghearáin. Mar thoradh air sin, fostaíodh Oifigeach Idirchaidrimh Idirnáisiúnta ar an bhfoireann AD chun tacú le foireann idirnáisiúnta nua agus déileáil le hábhair AD eile a mbíonn tionchar díréireach acu ar an bhfoireann idirnáisiúnta. Tá obair ar bun chun seoladh poist a chur ar fáil do dhaoine atá ag bogadh ó thar lear agus féachaint le bacainní ar thaisteal chuig comhdhálacha a bhreithniú in iarratais ar ardú céime. Ceadóidh an Polasaí Méala nua, le cabhair ó ionchur an Lónra, tréimhsí saoire le pá níos faide i gcúinsí deacra, mar shampla nuair atá taisteal thar lear i gceist.

I mí Feabhra 2023, d'eagraigh an Lónra Seó Bóthair Coláiste le baill a spreagadh chun páirt a ghlacadh sa Suirbhé Comhionannais Ciníochá agus chun téamaí fócais a bhailiú maidir le tosaíochtaí oibre amach anseo. An 13 Meitheamh, bhain baill an Lónra sult as a gcóisir shamhraidh.



Comhchathaoirligh Foirne Idirnáisiúnta: An Dr Dinali Wijeratne & An Dr Tina-Karen Pusse



Cóisir Shamhraidh an Lónra Foirne Idirnáisiúnta, Meitheamh 2023

Líonra Foirne LGBT+



LGBT+ Staff Network

Tá an Líonra Foirne LGBT+ meáite ar leas daoine LGBTQ+ a chosaint agus a chur chun cinn agus chomh maith leis sin timpeallacht shábháilte agus chuimsitheach a chruthú san Ollscoil do dhaoine ó mhionlaigh inscne agus gnéis. Áirítear ar bhaill an choiste: Aidan Harte, Ann-Marie Hanlon, Bharathi Raja Asoka Chakravarthi, Cameron Keighron, Chris Noone, Declan Coogan, Jacqueline Murphy, Lisa Walsh, Michal Molcho, agus Rebecca Connolly.

Bhí bliain ghnóthach ag an Líonra in 2022/23. Ghlac baill an Líonra páirt i mBród na Gaillimhe agus i mBród Shligigh i mí Lúnasa 2022.

Bhí Cruinnithe Sóisialta míosúla na Chéad Aoine ar siúl i gcaitheamh na bliana. Seoladh tionscnamh rathúil nua de chuid Líonra Foirne LGBT+ i mí Eanáir 2023: an Queer Cinema Club a bhíonn ar siúl go míosúil i bPictiúrlann an Pháláis. I measc na mbuaicphointí bhí na scannáin All About My Mother, A Date for Mad Mary agus El Rubio. Cuirfear tús an athuair leis an Queer Cinema Club sa bhliain acadúil nua.

I mí Feabhra 2023, sheol an Coiste aighneacht scríofa chuig an OVPEDI mar chuid den chomhairliúchán chun Creat agus Plean Gnímh do Chomhionannas Ciníoch a fhorbairt.

Lean baill den Líonra Foirne LGBT+ ar aghaidh ag obair ar bhealaí eile ar fud an champais: mar shampla, ag glacadh páirte sa Cheardlann maidir le Meas ar an 14 Deireadh Fómhair 2022, agus rannpháirtíocht rialta leanúnach ar an gCoiste Campais Comhionannais, Éagsúlachta agus Cuimsithe agus ar an gCoiste d'Fhoréigean Gnéis agus Ciapadh Gnéis a Chosc agus Freagairt dóibh.

Le linn an AGM ar an 21 Lúnasa 2022, seoladh an Tionscadal 'Exploring LGBTQ+ Lives at the University of Galway', atá maoinithe ag Oifig an Uachtaráin – Tionscadal Taighde ar Stair na hOllscoile le tacaíocht ón Líonra Foirne LGBT+. Cuireann sé seo le torthaí an tionscadail taighde roimhe seo, 'Mapping LGBTQ+ Lives at University of Galway' agus tá sé mar aidhm aige tuilleadh a fháil amach faoi chomhpháirtíochtaí idir an Ollscoil agus pobail níos leithne maidir le forbairt chearta LGBTQ+. Aithneoidh an tionscadal freisin an méid atá fós le déanamh chun cearta iomlána LGBTQ+ a bhaint amach i nGaillimh agus in Éirinn agus chun comhpháirtíochtaí a mholadh idir foireann na hollscoile, mic léinn agus an pobal i gcoitinne chun comhionannas a bhaint amach go hiomlán do dhaoine LGBTQ+. Is féidir tuilleadh eolais a fháil faoin tionscadal ach teagmháil a dhéanamh le declanp.coogan@universityofgalway.ie

Sa bhliain acadúil atá le teacht, tá sé beartaithe ag an Líonra níos mó imeachtaí a chur ar siúl i gcomhar leis an Líonra Foirne Idirnáisiúnta agus Líonra Ban na hOllscoile, cruinnithe sóisialta míosúla a eagrú agus an Queer Cinema Club a reáchtáil, i measc imeachtaí eile. Freastalóidh baill an líonra go gníomhach ar imeachtaí Bróid ar fud na tíre agus tá siad ag tnúth le ceiliúradh a dhéanamh ar 30 bliain ó rinneadh an homaighnéasachas a dhíchoiriú in Éirinn. Déanfaidh an ócáid 'Out/laws – 30 years since decriminalisation of homosexuality in Ireland' ceiliúradh ar an méid a baineadh amach go dtí seo agus díreofar ar an méid atá fós le déanamh chun cearta na bpobal LGBTQ+ a chur chun cinn.

Tá tuilleadh eolais faoin líonra agus faoin gcaoi le d'ainm a chur leis an liosta seoltaí ag <https://www.universityofgalway.ie/equalityanddiversity/networks/lgbt-network/>



Ardú Bliantúil na Brataí Bróid sa Chearnóg, mar chuid de cheiliúradh Bhród na Gaillimhe, Lúnasa 2022. Ó chlé: An Dr Chris Noone, an Dr Helen Maher, Cameron Keighron, Sai Gujulla, Laura O'Connor, an Dr Declan Coogan.

Sa bhliain acadúil atá le teacht, tá sé beartaithe ag an Líonra níos mó imeachtaí a chur ar siúl i gcomhar leis an Líonra Foirne Idirnáisiúnta agus Líonra Ban na hOllscoile, cruinnithe sóisialta míosúla a eagrú agus an Queer Cinema Club a reáchtáil, i measc imeachtaí eile. Freastalóidh baill an líonra go gníomhach ar imeachtaí Bróid ar fud na tíre agus tá siad ag tnúth le ceiliúradh a dhéanamh ar 30 bliain ó rinneadh an homaighnéasachas a dhíchoiriú in Éirinn. Déanfaidh an ócáid 'Out/laws – 30 years since decriminalisation of homosexuality in Ireland' ceiliúradh ar an méid a baineadh amach go dtí seo agus díreofar ar an méid atá fós le déanamh chun cearta na bpobal LGBTQ+ a chur chun cinn.



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

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

I mbliana, tá Gradam Dhéan CBPPL don Teagasc Cuimsitheach curtha in oiriúint go sonrach do thionscnaimh theagasc atá bunaithe ar phrionsabail an Dearaidh Uilíoch don Fhoghlaim (UDL).

Is sraith prionsabal é Dearadh Uilíoch don Fhoghlaim [UDL] d'fhorbairt curaclaim a thugann deiseanna comhionanna foghlama do gach duine, lena n-áirítear mic léinn a bhfuil dúshláin foghlama ar leith acu. Tá sé mar aidhm ag UDL eispéireas oideachasúil na mac léinn uile a fheabhsú trí mhodhanna teagasc, measúnaithe agus soláthar seirbhíse níos solúbtha a thabhairt isteach chun freastal ar éagsúlacht na bhfoghlaimoirí inár seomraí ranga. [<https://www.ahead.ie/udl>]

Is féidir le mic léinn nó le comhghleacaithe duine d'fhoireann CBPPL a ainmniú, agus is féidir leo iad féin a ainmniú chomh maith. Faoin ngradam nuashonraithe, gheobhaidh gach dámhachtaí Deontas Forbartha Teagasc ar luach €1,000 ar féidir é a úsáid chun trealamh a cheannach, chun páirt a ghlacadh i gcomhdhálacha, chun an teagasc a fhorbairt, nó chun críche aon chuspóra ábhartha eile. Bronntar suaitheantas digiteach feisín ar gach duine a fhaigheann gradam, ar féidir é a úsáid do láithreán gréasáin nó chun críocha margaióchta.

In 2022, bronnadh gradaim ar: Ann Torres, Anastasia Griva agus Elaine Wallace, ón Scoil Ghnó agus Eacnamaíochta, Pamela Likely, Coláiste Ósta na Sionna, agus Maeve O'Rourke, Scoil an Dlí.

Gradam Dhéan Choláiste an Leighis, an Altranais agus na nEolaíochtaí Sláinte do EDI & an tionscnamh 'A Day in the Life'

Lean an Leas-Déan EDI agus an Bainisteoir Tionscadail EDI ag forbairt scéimeanna aitheantais foirne chun cultúr foriomlán EDI a fheabhsú laistigh de Choláiste an Altranais, an Leighis agus na nEolaíochtaí Sláinte.

Tugann Gradaim Dhéan CMNHS aitheantas agus léiriú ar obair, éachtaí agus/nó feidhmíocht na foirne atá ag obair ar fud an Choláiste. Tá sé mar aidhm ag Gradaim an Déin deis fhoirmiúil a chur ar fáil chun béim a chur ar obair eisceachtúil comhghleacaithe sna catagóirí foirne go léir mar atá Acadúil, Taighde, Riarachán agus Teicniúil.

In 2020/2021, seoladh tionscnamh nua: [Scéalta 'A Day in the Life'](#). Roinneadh scéalta ó chomhaltáí foirne an Choláiste sa tionscnamh 'A Day in the Life', áit ar tugadh léargas ar an bpost atá acu agus ar an gcaoi a gcuireann siad leis an gColáiste.



Gradam an Déin don Rannpháirtíocht Idirnáisiúnta
An Dr Róisín Dwyer



Gradam an Déin don Fhoghlaim, don Teagasc agus don Mheasúnú
An Dr Ailish Hynes



Gradam an Déin don Chomhionannas, Éagsúlacht agus Cuimsiú
An Dr Sinéad Lydon



Gradam an Déin don Taighde & Staidéar Iarchéime
An tOllamh Garry Duffy



Gradam an Déin don Rannpháirtíocht Phoiblí
An Dr Hazel Killeen

Gradam Michael McDonagh do Shármhaitheas Lucht Tacaíochta Phobal Taistealaithe na hÉireann

Bronnadh Gradam Michael McDonagh do Shármhaitheas Lucht Tacaíochta Phobal Taistealaithe na hÉireann ar Owen Ward, Bainisteoir Cláir EDI do Chomhionannas Ciníochá in Oifig an Leas-Uachtaráin Comhionannais, Éagsúlachta agus Cuimsithe. Bronnadh an gradam ar Owen ag searmanas oscailte Lá Eitneachta na dTaistealaithe in Ollscoil na Gaillimhe ar an 27 Feabhra as an obair éachtach atá déanta aige chun tacú le Taistealaithe na hÉireann dul ar aghaidh chuig an ardoideachas.

Bunaíodh Gradaim Michael McDonagh do Shármhaitheas Lucht Tacaíochta Phobal Taistealaithe na hÉireann chun aitheantas a thabhairt do sháriarrachtaí na gcomhaltaí foirne sin a léirigh ceannaireacht maidir le rannpháirtíocht an phobail a chothú i stair agus i gcultúr Thaistealaithe na hÉireann, rannpháirtíocht iomlán Thaistealaithe na hÉireann san oideachas a spreagadh, agus cearta an duine do Thaistealaithe na hÉireann a chur chun cinn. Ainmníodh an gradam in ómós do Michael McDonagh, nach maireann, a sheas an fód ar son Thaistealaithe na hÉireann le breis agus caoga bliain.



Sa phictiúr ag Gradam Michael McDonagh do Shármhaitheas Lucht Tacaíochta Phobal Taistealaithe na hÉireann - Ó chlé: Owen Ward, an Seanadóir Eileen Flynn agus an tUachtarán Ciarán Ó hÓgartaigh

Spríoc 2:

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

ing curiosity and idea
ng creativity and innov
ng entrepreneurship.



tion.
vation.

Ideas Lab



Comhionannas Inscne

Plean Gnímh Comhionannais Inscne 3 (GEAP3)

Cuimsíonn Plean Gnímh Comhionannais Inscne 3 de chuid Ollscoil na Gaillimhe plean gnímh Institiúideach Athena Swan 2021, gníomhaíochtaí comhionannais inscne ón Straitéis EDI 2020-25; Plean Feidhmiúcháin – Ag cur Deireadh le Foréigean Gnéis agus Ciapadh Gnéis in Institiúidí Ardoideachais; gníomhaíochtaí nár cuireadh i bhfeidhm ó Phlean Gnímh Comhionannais Inscne 2 (GEAP2), agus moltaí ó na hAthbhreithnithe Náisiúnta ar Chomhionannas Inscne in Institiúidí Ardoideachais na hÉireann.

Tagann Grúpa Stiúrtha Institiúideach Athena Swan le chéile uair sa ráithe agus déanann sé monatóireacht ghníomhach ar chur i bhfeidhm agus ar thionchar na gníomhaíochta.

Tá sé phríomhréimse cúraim ag GEAP 3:



Cultúr na hEagraíochta agus Cothromaíocht Oibre/Saoil



Comhtháthú ar an nGné Inscne in Ábhar Taighde agus Teagaisc



Cothromaíocht Inscne sa Cheannaireacht



Bearta i gCoinne Foréigean Inscne-bhunaithe lena n-áirítear Ciapadh Gnéis



Comhdheiseanna san Earcaíocht agus sa Dul Chun Cinn Gairme



Comhionannas Inscne a leabú lena n-áirítear Trasnú Tréithe eile ar fud Ollscoil na Gaillimhe

Líon na ngníomhaíochtaí a cuireadh i gcrích, atá ar siúl, nár cuireadh tús leo agus atá i mbaol:

		Neamhthosaithe	Ar Bun – Mar a beartaíodh	Ar Bun – Moill air	I mBaol	Curtha i gCrích	
Gníomhaíochtaí Iomlána:		152					
Gníomhaíochtaí Iomlána de réir catagóire:	Cultúr na hEagraíochta agus Cothromaíocht Oibre is Saoil	39	5	18	11	0	5
	Cothromaíocht Inscne sa Cheannaireacht agus sa Chinnteoireacht	7	1	2	3	0	1
	Comhdheiseanna san Earcaíocht agus sa Dul Chun Cinn Gairme	73	7	47	6	1	12
	Comhtháthú ar an nGné Inscne in Ábhar Taighde agus Teagaisc	2	0	0	2	0	0
	Bearta i gCoinne Foréigean Inscne-bhunaithe lena n-áirítear Ciapadh Gnéis	5	0	2	0	0	3
	Comhionannas Inscne a leabú lena n-áirítear Trasnú Tréithe eile ar fud Ollscoil na Gaillimhe	26	1	19	2	0	4



SDG5 – Comhionannas Inscne: rangaithe idir 101-200 as 1081 institiúid ar fud an domhain.

Tuarascáil ar an mBearna Phá idir na hInscní 2022

Leis an Acht um Fhaisnéis faoin mBearna Phá idir na hInscní, 2021 tugadh bonn reachtúil do thuirisciú ar an mbearna phá idir na hinscín in Éirinn agus foilsíodh rialacháin nua faoin Acht i mí an Mheithimh 2022. Bhí dualgas ar eagraíochtaí a bhfuil breis agus 250 fostaí acu tuairisc a thabhairt ar an mBearna Phá idir na hInscní den chéad uair in 2022. Ní mór go n-áireofaí i dtuarascálacha ar an mBearna Phá idir na hInscní an bhearna phá mheánach agus airmheánach in aghaidh na huair, léiríonn an chéad cheann an raon pá iomlán in eagraíocht, agus sa dara ceann ní dhéantar tionchar mírialtachtaí a áireamh i.e. iad siúd a thuilleann méid an-mhór nó méid an-bheag. Tá sainordú tugtha chomh maith tuairisciú a dhéanamh ar na bearnaí pá meánacha agus airmheánacha d'fhostaithe páirtaimseartha agus d'fhostaithe sealadacha. Ina theannta sin, is gá go gcuimsítear sna ceanglais tuairiscithe ar an gcomhréir d'fhostaithe fir agus mná sna bandaí pá sa cheathairil íochtair, íochtair láir, uachtair láir agus uachtair. Is ionann an GPG agus an difríocht idir meánphá in aghaidh na huair d'fhir agus do mhná san fhórsa saothair, arna thomhas thar thréimhse dhá mhí dhéag.

Mar is eol do chomhghleacaithe, tá an GPG á ríomh agus á fhoilsiú ag Ollscoil na Gaillimhe ó 2019 i leith, sula raibh an ceanglas reatha reachtúil orainn é sin a dhéanamh. Faoi rialacháin nua 2022, tá roinnt difríochtaí suntasacha idir an mhodheolaíocht a úsáideadh chun an GPG a ríomh sna blianta roimhe sin (2018-2021) agus iniúchadh 2022.

Tá GPG na hOllscoile (2018-2021) bunaithe ar léargas ar phá fostaithe an 31 Márta gach bliain, ach cuireann GPG 2022 luach saothair na bhfostaithe san áireamh don tréimhse 12 mhí roimh an dáta an 30 Meitheamh 2022. Tá tuarascáil 2022 bunaithe ar 2,503 comhalta foirne: 925 acadóir, 638 taighdeoir agus 940 comhalta foirne sna Seirbhísí Tacaíochta Gairmiúla agus ríomhtar é de réir líon na bhfostaithe seachas de réir coibhéis lánaimseartha (FTE), mar a úsáideann eagraíochtaí scaití. Mar a tharla i mblianta roimhe seo, d'ullmhaigh na comhairleoirí seachtracha PwC na sonraí do thuarascáil 2022.

I gcás GPG 2022, is é 18.6% an bhearna phá mheánach idir na hinscín agus is é 15.5% an bhearna phá airmheánach (Fíor 1). Tugann sé seo le fios go bhfuil difear 18.6% sa mheánphá d'fhir agus do mhná in aghaidh na huair agus é curtha in iúl mar chéatadán den mheánphá in aghaidh na huair d'fhir beag beann ar nádúr na hoibre, ar an ról nó ar shinsearach. Nó, nuair a dhéanaimid comparáid idir pá airmheánach in aghaidh na huair, tuilleann bean 84c in aghaidh gach €1 a thuilleann fear. Léirítear i sonraí GPG 2022 go bhfuil an GPG meánach in Ollscoil na Gaillimhe tar éis fanacht réasúnta comhsheasmhach le laghdú beag ó 2018 i leith.

Fíor 1: An Bhearna Phá Fhoriomlán idir na hInscní (30 Meitheamh 2022)



Páirtaimseartha

Bearna Phá Mheánach 35.80%
Bearna Phá Airmheánach 8.60%

Sealadach

Bearna Phá Mheánach 3.60%
Bearna Phá Airmheánach -4.10%

Ag teacht le tuarascálacha roimhe seo, is i gcatagóir na foirne acadúla (21.3% meánach) is suntasaí atá GPG meánach 2022, ar léiriú é sin, den chuid is mó, ar ionadaíocht na bhfear agus na mban sna gráid acadúla shinsearacha. I gcodarsnacht leis sin, is iad gráid foirne na Seirbhísí Gairmiúla, Bainistíochta agus Tacaíochta (PMSS) is mó a chuireann leis an GPG meánach.

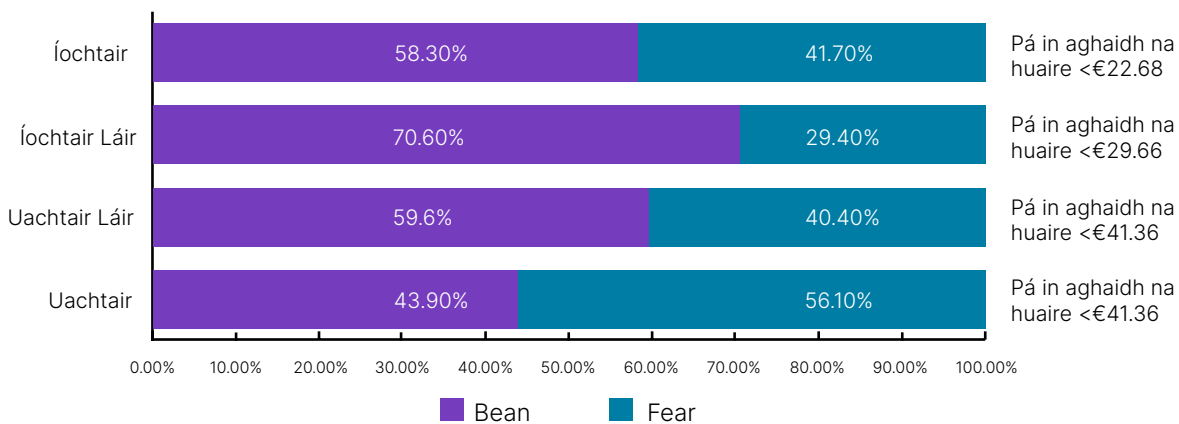
Tugann na sonraí GPG d'fhoireann PMSS le fios gur mó an seans go mbeidh gráid níos airde ag fir, cé go bhfuil i bhfad níos mó ban sa chatagóir foirne seo. Léiríonn sé seo easpa soghluaisteachta aníos d'fhoireann PMSS. I gcás na foirne taighde, is é 6.0% an bhearna phá mheánach, agus is é 8.1% an t-airmheán (Tábla 1).

Sonraí ar leibhéal Institiúideach/Catagóire	GPG Meánach	GPG Airmheánach	Líon Foirne
Ollscoil na Gaillimhe - University of Galway	18.6%	15.5%	2,503
Acadúil	21.3%	5.0%	925
PMSS	14.2%	15.2%	940
Taighde	6.0%	8.1%	638

Tábla 1: An Bhearna Phá idir na hInscní de réir Catagóir Foirne (30 Meitheamh 2022)

Comhréir na bhFostaithe i ngach Ceathairl – 2022

Léiríonn na sonraí ar fhostaithe fir agus mná a bhfuil ionadaíocht acu i ngach ceann de na bandaí ceathairle go bhfuil sciar níos airde ban sna ceathairleanna íochtair, íochtair láir agus uachtair láir (Fíor 2). Tá sé seo mórán mar a chéile i gcomparáid le sonraí na mblianta roimhe seo.



Fíor 2: Céatadán na bhfostaithe fir agus mná a thagann isteach i mbandaí pá ceathairle (2022)

D'ainneoin an dul chun cinn mall agus ar cúis díomá é maidir le feabhas a chur ar an mbearna phá idir na hinscní, tá an Ollscoil fós tiomanta do chur chuige réamhghníomhach agus forásach chun aghaidh a thabhairt ar éagothroime inscne ar bhealach ilghnéitheach, agus í ar an eolas faoi na bealaí iomadúla ina léirítear éagothroime dá leithéid. Tugann tuarascáil [GPG 2022](#) léargas cuimsitheach ar shonraí agus anailís phríomha an GPG in 2022, mar aon leis na bearta a tugadh isteach go dtí seo chun aghaidh a thabhairt ar neamhionannas inscne, lena n-áirítear freagairt don bhearna phá. Ina theannta sin, cuireann an tuarascáil tuilleadh faisnéise comhthéacsúla ar fáil a chuireann na bearta seo i gcomhthéacs institiúideach níos fadtéarmaí, ag eascairt ón Tascfhórsa ar Chomhionannas Inscne a bhunaigh an Ollscoil in 2015. Cé go bhfuil fianaise ar dhul chun cinn maidir le hardú céime acadúil,

cothromaíocht inscne san ionadaíocht, rialachas agus bonneagar institiúideach, chomh maith le pleananna comhionannais inscne le gníomhaíochtaí spriocdhírthe, measann Foireann Bainistíochta na hOllscoile go bhfuil obair fós le déanamh chun ár gcuspóir straitéiseach de laghdú suntasach ar an GPG a bhaint amach. Ina theannta sin, tuigtear go bhfuil laghdú na bearna pá idir na hinscní nasctha go dlúth le baint amach an chomhionannais inscne ag gach leibhéal mar ábhar a bhfuil tábhacht straitéiseach ag baint leis in earcaíocht, coinneáil agus dul chun cinn. Áireofar le hanailís bhreise ar shonraí na bearna pá idir na hinscní le linn 2023 scrúdú ar an GPG roinnte ag leibhéal an Choláiste, chomh maith le grúpa oibre a bhunú le hionadaíocht shinsearach ó gach Coláiste chun na hidirghabhálacha is oiriúnaí agus is éifeachtaí a chinneadh.

Lá Idirnáisiúnta na mBan 2023

D'eagraigh an OVPEDI agus comhghleacaithe ar fud na hOllscoile réimse imeachtaí idir an 6 agus an 10 Márta chun ceiliúradh a dhéanamh ar Lá Idirnáisiúnta na mBan, 2023.

“Fixing the women”? Tacaíochtaí do Chomhaltaí Foirne Mná san Ardoideachas, 6 Márta

Glactar leis go forleathan gur ann do chaidreamh cumhachta inscne atá fréamhaithe go domhain san Ardoideachas, in Éirinn agus ar fud an domhain, agus gur féidir le struchtúir agus cleachtais eisiámhacha feidhmiú mar bhacainní ar mhná a bheith ag obair san Ardoideachas. Foilsíodh dara hAthbhreithniú Náisiúnta an ÚAO ar Chomhionannas Inscne in Institiúidí Ardoideachais na hÉireann i mí na Nollag 2022 agus is céim nua í in aistear comhionannais inscne Ardoideachas na hÉireann. Bhreithnigh an painéal seo na hathruithe a cuireadh i bhfeidhm ó athbhreithniú an ÚAO in 2016 ar chomhionannas inscne san Ardoideachas, agus tionchar na ngníomhartha a tugadh isteach. Tá dul chun cinn suntasach déanta maidir le comhionannas inscne ar leibhéal éagsúla ón uair a rinneadh athbhreithniú an ÚAO in 2016 agus plean gnímh an Tascfhórsa ar Chomhionannas Inscne in 2018, ach tá ceisteanna fós ann. Bhreithnigh an painéal seo an bhfuil neamhionannas fréamhaithe go córasach i struchtúir Ardoideachais agus sa

tsochaí i gcoitinne, agus céard iad na bearta is féidir a thabhairt isteach chun na bacainní sin a sháru gan díriú ar “caoi a chur ar na mná”?

Painéal na hInscne sa Taighde, 7 Márta

Tar éis “Tuarascáil Ghrúpa Oibre Chomhairle Acadúil Ollscoil na Gaillimhe maidir leis an bhFoireann Taighde” a sheoladh in 2022, phléigh an painéal seo an aeráid ó thaobh inscne agus taighde in Ardoideachas na hÉireann, na constaicí a bhíonn roimh an bhFoireann Taighde, agus an chaoi a d'fhéadfaí tacaíocht a chur ar fáil don chohórt foirne seo amach anseo. Chun Lá Idirnáisiúnta na mBan a chomórath, díriodh aird ar leith ar conas is féidir le nádúr neamhbhuan conarthaí taighde gearrthéarmacha, agus fachtóirí eile, tionchar díobhálach a imirt ar Chomhaltaí Foirne Taighde Mná go háirithe.

“Má bhí saol compordach agat, céim síos atá sa chothromas”

an Dr Maria Quinlan, ó Phainéal na hInscne sa Taighde do Sheachtain Idirnáisiúnta na mBan 2023 a rinne iniúchadh ar na mór-shaincheisteanna don Fhoireann Taighde lena n-áirítear neamhchinnteacht agus conas a d'fhéadfaí dul i ngleic leo ar bhealach réamhghníomhach.



“Fixing the women”? Tacaíochtaí do Chomhaltaí Foirne Mná san Ardoideachas, 6 Márta - ó chlé: An tOllamh Margaret Hodgins, Ollscoil na Gaillimhe; Niamh O'Donoghue, Cathaoirleach 2ú hAthbhreithniú Náisiúnta an ÚAO ar Chomhionannas Inscne in Institiúidí Ardoideachais na hÉireann, an Dr Monica O'Mullane, UCC, agus an Dr Helen Maher, Leas-Uachtarán EDI, Ollscoil na Gaillimhe.



Painéal na hInscne sa Taighde, 7 Márta - ó chlé: Sinéad Beacom, Ceann an Ionaid Forbartha Taighdeoirí, an Dr Oonagh Meade, Grúpa Oibre Foirne Taighde Ollscoil na Gaillimhe, an Dr Maria Quinlan, FSS, agus an tOllamh Jim Livesey, Leas-Uachtarán Taighde & Nuálaíochta.



Seachtain Idirnáisiúnta na mBan, Ollscoil na Gaillimhe 2023



I measc na réimsí ardleibhéal ar cuireadh béim orthu ag na himeachtaí bhí:

- “Fixing the Women” vs socrú an chórais.
- Tacaíocht agus coinneáil Comhaltaí Foirne Taighde atá i bhfostaíocht neamhbhuan.
- Mar a d’fhorbair Ollscoil na Gaillimhe ó thaobh an chomhionannais inscne de.
- Eacnamaíocht feimineachais.
- Na hagóidí san Iaráin le déanaí.
- Aghaidh a thabhairt ar an mbearna idir na hinscní i dtáirgiúlacht talmhaíochta san Afraic.
- Nuálaíocht agus fiontraíocht na mban.
- Mná a chumasú trí chóitseáil.

Téamaí lárnacha ag teacht chun cinn ó Sheachtain Idirnáisiúnta na mBan 2023 in Ollscoil na Gaillimhe



Oibríonn gach comhalta foirne le chéile chun athrú ó bhonn a chothú maidir le comhionannas inscne, agus bíonn gach inscne agus gach catagóir foirne ag gach leibhéal den eagraíocht ag oibriú air seo go gníomhach.



An gá atá le tacaíocht infheicthe ón gceannaireacht shinsearach don chomhionannas inscne, Athena Swan, agus tionscnaimh EDI níos leithne.



An gá atá le hobair chomhionannais, éagsúlachta agus chuimsithe a aithint, tacú léi agus ceiliúradh a dhéanamh uirthi, lena n-áirítear obair Athena Swan. Ní mór dúinn a mheas cá bhfuil an tacaíocht ag dul agus cá bhfuil ár dtosaíochtaí.

Tionscnamh do Cheannaireacht Shinsearach Acadúil (SALI)

Tá lúcháir orainn fáilte a chur roimh cheapachán an Ollaimh Helen Blanchard a thosaigh ag obair in Ollscoil na Gaillimhe i mí an Mhárta 2023 mar Ollamh Bunaithe le Ceimic i Scoil na nEolaíochtaí Bitheacha agus Ceimiceacha, Coláiste na hEolaíochta agus na hInnealtóireachta.

Ceapadh an tOllamh Blanchard faoin dara babhta den Tionscnamh do Cheannaireacht Shinsearach Acadúil (SALI). Cuireann sé seo lenár rathúlacht sa chéad bhabhta maoinithe in 2019/20, inar cheadaigh an ÚAO maoiniú do dhá phost shinsearach ceannaireachta acadúla d’Ollscoil na Gaillimhe i réimsí na hInnealtóireachta agus Sláinte Daoine Scothaosta. Is príomhchuspóir de chuid an tionscnaimh iarrthóirí mná den chéad scoth a mhealladh ó earnáil an Ardoideachais in Éirinn agus thar lear.

Sular ceapadh in Ollscoil na Gaillimhe í, d’oibrigh an tOllamh Blanchard mar acadóir ar feadh 20 bliain san Astráil, le déanaí mar Cheann ar Scoil na Ceimice agus na Bitheolaíochta Móilíní, agus mar bhall den institiúid taighde Molecular Horizons, in Ollscoil Wollongong, New South Wales. Faoi láthair tá sí ina hOllamh Cúnta ag an Institute for Glycomics, Ollscoil Griffith, Queensland áit a raibh sí ina ceannaire ar ghrúpa taighde ó 2002 i leith, bhí sí ina Stiúrthóir Taighde Ardchéime (Griffith Sciences, 2013–2019), agus in 2018 ceapadh í ina Leas-Déan Taighde ar Griffith Sciences.



An tOllamh Helen Blanchard, Ollamh Bunaithe le Ceimic i Scoil na nEolaíochtaí Bitheacha agus Ceimiceacha, Coláiste na hEolaíochta agus na hInnealtóireachta

An Grúpa Comhairleach Seachtrach ar Chomhionannas Inscne (EAG)

Reáchtáladh an séú cuairt bhliantúil den Ghrúpa Comhairleach Seachtrach ar Chomhionannas Inscne (EAG) go hibrideach ar an 11 Deireadh Fómhair 2022. Bhuail an EAG le baill d'Fhoireann Bainistíochta na hOllscoile; Oifig EDI; an Coiste Campais Comhionannais, Éagsúlachta agus Cuimsithe; agus an Coiste Comhionannais, Éagsúlachta, Cuimsithe agus Acmhainní Daonna. Bhain na réimsí ardleibhéil béime ar tharraing an EAG aird orthu le dul chun cinn gairme, cumarsáid agus monatóireacht leanúnach ar ghníomhartha. Tugadh aird ar leith ar a thábhachtaí atá sé an Múnla Leithdháilte Ualaigh Oibre agus an Córas Bainistíochta agus Forbartha Feidhmíochta a thabhairt chun críche. Tá cothromaíocht inscne ar choistí agus ar ghrúpaí oibre fós ina chuspóir tábhachtach, thug an

grúpa faoi deara go bhfuil sé riachtanach a chinntiú go dtugtar aitheantas cuí do rannpháirtíocht san EDI san Ollscoil. Tugadh faoi deara go raibh gá le tuilleadh beart chun tionchar Covid-19 a mhaolú. Mhol an grúpa comhairleach an bhéim ar chur chuige trasnaithe a ghlacadh maidir le tiomantas don chomhionannas. Léiríodh inní maidir le haidhm straitéiseach na hOllscoile an Bhearna Phá idir na hInscní a laghdú i bhfianaise stádas na bearna faoi láthair. Mhol an grúpa comhairleach bearta dearfacha gníomhaíochta a ghlacadh chun aghaidh a thabhairt ar an mbearna phá chomh maith le gníomhartha eile lena n-áirítear an fhéidearthacht breathnóirí claontachta a thabhairt isteach chun monatóireacht a dhéanamh ar roghnúcháin, ar arduithe céime agus ar phróisis earcaíochta.

Aurora

Reáchtáilann Advance HE clár forbartha ceannaireachta Aurora do mhná amháin arb é is aidhm leis príomhthopaicí agus scileanna ceannaireachta a chur i láthair i gcúig cheardlann. Anuas air sin, bíonn deiseanna líonraithe agus aoichainteoirí ag gach ócáid, agus an seans ag rannpháirtithe labhairt le mná eiseamláireacha. Lena chois sin, cinntítear tacaíocht leanúnach trí ghníomhfhoghlaim (dhá lá leagtha amach mar chuid den chlár), acmhainní ar líne agus tacaíocht ag leibhéal institiúideach lena n-áirítear meantóireacht.

Tacaíonn Ollscoil na Gaillimhe le mná i róil acadúla, i seirbhísí gairmiúla tacaíochta, agus i róil theicniúla agus thaighde – ag leibhéal iardhochtúireachta, suas

go ról oifigigh riaracháin agus gráid léachtóra shinsearaigh ar mian leo scileanna a fhorbairt agus na saincheisteanna a bhaineann le deiseanna ceannaireachta agus freagrachtaí rannpháirtíochta a iniúchadh.

D'fhreastail 20 comhalta foirne ónár Scoileanna agus Aonaid ar an gclár Aurora in 2022/23 agus ba é buaicphointe an chlár ná lá forbartha ar an láthair ag a raibh deiseanna líonraithe do lucht Aurora, agus seans labhairt lena chéile go pearsanta.



Rannpháirtithe Aurora, Ollscoil na Gaillimhe. Ar chúil, ó chlé: Sheena Fennell, Alice Le Bonniec, Merve Suzan Zeden, Eavan O'Dochartaigh. Sa lár, ó chlé: Laura Loftus, Anna Gasperini, Verna McKenna, Roisin Doohan. Chun tosaigh: Maeve Egan, Katy Flanagan.

Scoláireachtaí WiSTEM²D

Bhronn Johnson & Johnson deich scoláireacht WiSTEM²D ar mhic léinn mhná le hEolaíocht, Teicneolaíocht, Innealtóireacht, Matamaitic, Déantúsaíocht agus Dearadh in Ollscoil na Gaillimhe sa bhliain acadúil 2022/23. Seasann WiSTEM²D do Women in Science, Technology, Engineering, Mathematics, Manufacturing and Design. An aidhm atá le clár WiSTEM²D Johnson & Johnson is ea tuilleadh ban a spreagadh, agus tacú leo, tabhairt faoi ghairm san earnáil STEM tar éis na hollscoile agus ionadaíocht ban san fhórsa oibre STEM²D a mhéadú. Cuireann clár WiSTEM²D Johnson & Johnson le forbairt bhuanna na mban sa chlár STEM²D trí bhronnadh agus urraíocht a dhéanamh ar chailíní agus ar mhná ag pointí ríthábhachtacha ina n-eispéireas oideachais agus ina ngairmeacha beatha, i ndisciplíní STEM. Seo an deichniúr a fuair scoláireacht:

Ainm	Cúrsa
Emer Nic Roibín	Eolaíocht
Gemma O'Brien Hehir	Innealtóireacht Bhithleighis
Laura de Búrca	Innealtóireacht Bhithleighis
Laura Quinn	Na Dána (Comh-Onóracha) (Staidéar Matamaitice agus Teicneolaíocht Faisnéise)
Mairéad Rowland	Eolaíocht Bhithleighis
Niamh Corcoran	Innealtóireacht Bhithleighis
Rebecca Norris	Eolaíocht
Sarah Daves	Muireolaíocht
Sophie Spellissy	Ríomheolaíocht agus Teicneolaíocht Faisnéise
Syakira Amani Khairul Nazri	Biteicneolaíocht



Mná ar bronnadh scoláireachtaí WiSTEM²D orthu 2022/23

Lá Oscailte Scoil na hInnealtóireachta, 'Mná san Innealtóireacht'

D'eagraigh Scoil na hInnealtóireachta ócáid do Mhná san Innealtóireacht, 'Inspiring the Next Generation of Female Engineers', mar chuid de Lá Oscailte an Earraigh, Dé Sathairn, an 25 Márta. Bhí mic léinn mhná reatha ó bhlianta 3 - 5 páirteach i bplé painéil neamhfhoirmiúil leis an Dr Myra Lydon agus an Dr Maeve Duffy mar aon le haoichainteoir, an Dr Rina Rabarimanantsoa, Príomhinnealtóir Sinsearach T&F, ón gcomhlacht Medtronic. D'fhreastail os cionn 50 duine ar an ócáid, agus tugadh cuireadh dóibh páirt a ghlacadh i suirbhé beo as ar tháinig aiseolas úsáideach ó dhaltaí meánscoile maidir leis an dearcadh atá acu ar dheiseanna do mhná san earnáil innealtóireachta.

Comhpháirtíocht le Fort Wayne Metals

Chuaigh Coláiste na hEolaíochta agus na hInnealtóireachta i gcomhpháirtíocht le Fort Wayne Metals, ar déantóir ceannródaíoch sreinge agus comhphárteanna de ghrád leighis é, chun deiseanna scoláireachtaí agus intéirneachtaí a chur ar fáil do mhic léinn mhná. Tabharfaidh Sparánacht Fort Wayne Metals aitheantas agus luach saothair d'acmhainneacht mac léinn mná eisceachtúil trí dhámhachtain bhliantúil a bhronnadh ar mhac léinn amháin a roghnófar chun a hintéirneacht a dhéanamh in Fort Wayne Metals Ireland. Is ar Laura Callaghan a bronnadh céad sparánacht FW Metals sa bhliain acadúil 2022/23.



Ó chlé: An Dr Ann Ryan, Stiúrthóir Forbartha Straitéisí, Coláiste na hEolaíochta agus na hInnealtóireachta, an tOllamh Comhlach Mary Dempsey, an Dr Paul Dodd, Leas-Uachtarán don Rannpháirtíocht, Laura Callaghan, Uasal, mac léinn Innealtóireachta Meicniúla sa cheathrú bliain agus buaiteoir na scoláireachta, agus an tUasal Michael O'Donnell, Stiúrthóir Bainistíochta, an tUasal Declan Bourke, Bainisteoir Forbartha Táirgí agus Shauna Crossan, Uasal, Bainisteoir Acmhainní Daonna, Fort Wayne Metals.

Rannpháirtíocht na Mac Léinn a Leathnú

I mí Lúnasa 2022, sheol an tAire Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta, Simon Harris, TD, an Plean Náisiúnta do Choithromas Rochtana ar an Ardoideachas 2022-2028. Tháinig dea-scéala eile sna sala air sin i mí Mheán Fómhair 2022 nuair a fógraíodh gur bronnadh €833,333 ar Ollscoil na Gaillimhe i bhfoirm Maoiniú Feidhmíochta mar aitheantas ar a bhfuil déanta aici maidir le comhpháirtíochtaí agus tionscnaimh do spriocghrúpaí a fhorbairt agus a sheachadadh go rathúil. Áirítear leo sin foghlaimoirí Breisoideachais agus Oiliúna (FET), daoine faoi mhíchumas, agus baill de phobal Taistealaithe na hÉireann. I mí na Samhna, tráth ar tosaíodh ar imeachtaí a reáchtáil ar an gcampas arís, chuir foireann an Ionaid Rochtana fáilte roimh chéimithe an Chláir Rochtana agus Bonnstadéir chuig searmanas bronnta céime chun a ngnóthachtálacha oideachais a cheiliúradh. Seoladh céad tuarascáil bhliantúil an Choiste maidir le Rannpháirtíocht a Fhairsingiú in Ollscoil na Gaillimhe go gairid ina dhiaidh sin, i mí na Nollag, tráth ar seoladh an tIonad Rochtana nua in Áras Uí Chathail go hoifigiúil chomh maith. D'oscail/sheol an tAire Stáit sa Roinn Leanaf, Comhionannais, Míchumais, Lánpháirtíochta agus Óige, Anne Rabbitte TD an dá cheann acu.



Oscailt oifigiúil oifig nua an Ionaid Rochtana, Nollaig 2022 – ó chlé: Uachtarán na hOllscoile, an tOllamh Ciarán Ó hÓgartaigh, an tAire Stáit Anne Rabbitte T.D., Imelda Byrne, Ceannasaí an Ionaid Rochtana, agus an tOllamh Pól Ó Dochartaigh, Uachtarán Ionaid agus Meabhránaí.

Rinne an tIonad Rochtana maoiniú a leithdháileadh ar 55 mac léinn ó ghrúpaí faoi ghannionadaíocht trí chiste Sparánachta 1916 an Chláir Rochtana ar Ardoideachas (PATH 2) de chuid an Údaráis um Ard-Oideachas (ÚAO) i seimeastar a haon 2022/23. Mar seo a leanas a leithdháileadh an maoiniú:

- Bronnadh €5000 in aghaidh na bliana ar 16 mac léinn ar feadh ré a gcuid staidéir
- Bronnadh €2000 in aghaidh na bliana ar 10 mac léinn ar feadh ré a gcuid staidéir
- Bronnadh íocaíochtaí aonuaire de €2000 ar 29 mac léinn

Rangaithe idir 101 agus 200 faoi chatagóir 10, Éagothroime Laghdaithe, i Ranguithe Tionchair THE faoin teideal Spriocanna Forbartha Inbhuanaithe (SDG) as 901 institiúid ar fud an domhain.



A bhuíochas le maoiniú a fuarthas trí chiste Chláir Rochtana ar Ardoideachas an ÚAO (PATH 3), cuireadh ar chumas an Ionaid Rochtana clár meantóireachta pobail (meantóireacht FET2HE) a reáchtáil le mic léinn Eolaíochta agus Innealtóireachta. Seachadadh an clár seo i gcomhar le Coláiste Pobail na Gaillimhe (GCC) agus Institiúid Theicniúil na Gaillimhe (GTI) féachaint le cur le líon na ndaoine a théann ar aghaidh chuig an earnáil ardoideachais tar éis dóibh a bheith san earnáil bhreisoideachais. I gcomhar le hOllscoil Teicneolaíochta an Atlantaigh (ATU), ceapadh Anne-Marie Stokes mar Oifigeach Oideachais Taistealaithe le freagracht as réigiún na Gaillimhe/Mhaigh Eo tríd an gciste seo.

Chomh maith leis an maoiniú a cuireadh ar fáil trí PATH 2 agus PATH 3, leithdháileadh maoiniú breise ar an Ionad Rochtana freisin trí PATH 5 chun tacú le mic léinn Phobal Taistealaithe na hÉireann agus mic léinn Romacha san ardoideachas trí thrí thionscnamh ar leith:

- 1: Tionscadal Aistrithe Oideachais (ETP) do mhic léinn Phobal Taistealaithe na hÉireann agus mic léinn Romacha
- 2: An clár Grinds4Mincéirs
- 3: Clár Bunscoile Spriocdhírith do dhaltáí Phobal Taistealaithe na hÉireann agus daltaí Romacha

Príomhfhócas de chuid an Phlean Náisiúnta um Choithromas Rochtana ar Ardoideachas 2022 - 28 cur le líon na ndaoine ó chúraí socheacnamaíochta faoi mhíbhuntáiste a théann ar aghaidh chuig an earnáil ardoideachais, go háirithe mic léinn ó scoileanna DEIS. D'oibrigh UN14U i gcomhar le 4 scoil éagsúla sa réigiún i mí Bealtaine 2023 (Scoil Bhríde i Seantalamh, Radharc na Mara i Muirbheach, Scoil Chroí Íosa sa Chaisleán Nua agus Bunscoil Choillte Meirlinne i nDabhach Uisce), agus chuir siad fáilte roimh bhreis agus 160 dalta bunscoile gach seachtain le linn an chláir. Le linn dóibh a bheith ar an gcampas, ghlac na daltaí páirt i gceardlanna agus gníomhaíochtaí éagsúla a chuir ár gceardlanna agus an gcampas ar fáil, lena n-áirítear:

- Cuairteanna ar Mhúsaem na Míoleolaíochta agus na Bitheolaíochta Muirí ar an gcampas.
- Cuairteanna ar an Músaem Ríomhaireachta agus Cumarsáide ar an gcampas.
- Ceardlanna bitheolaíochta idirghníomhacha a chuir foireann Taiscéalaithe na gCeall i láthair.
- Réamheolas faoi chraolachán raidió curtha i láthair ag ár gcomhghleacaithe de chuid Aontas na Mac Léinn in Flirt FM.
- Rannpháirtíocht i mBréagchúirt na hOllscoile arna eagrú ag comhghleacaithe i Scoil an Dí.
- Ceardlanna Cruthaitheachta agus Nuálaíochta arna n-eagrú ag comhghleacaithe sa Mhol Smaointe.
- Ceardlanna san eacnamaíocht, innealtóireacht, deiseanna gairme, códú, litríocht leanaf, chomh maith le go leor eile.

Ag tógáil ar rath na dtionscnamh meantóireachta a chuir an tIonad Rochtana ar fáil in áiteanna eile trí PATH 3, socraíodh meantóir ollscoile ag deireadh gach seisiúin don gach dalta a bhí páirteach chun cabhrú leo machnamh a dhéanamh ar an taithí a bhí acu ar an gclár, agus úsáid a bhaint as scéalaíocht agus socrú spriocanna chun labhairt faoina bpleananna don toadhcháil.

Dearadh Uilíoch agus Inrochtaineacht

Tá an tiomantas institiúideach maidir le dearadh uilíoch a chur chun cinn agus timpeallacht foghlama agus oibre inrochtana a chruthú do mhic léinn agus don fhoireann curtha in iúl sa Phlean Gnímh don Dearadh Uilíoch agus Inrochtaineacht. Tacaíonn an Grúpa Oibre don Dearadh Uilíoch agus Inrochtaineacht le feidhmiú an Phlean Gnímh, agus cuireann comhghleacaithe ó na haonaid a bhfuil freagracht sannta orthu tuairiscí chun dáta ar fáil ag na cruinnithe ráithiúla. Ina theannta sin, rinne an tÚdarás Náisiúnta Míchumais (NDA) láithreoireachtaí faoin inrochtaineacht uilíoch a leabú trí dhearadh ag cruinniú den ghrúpa oibre i mí an Mhárta 2023. Thagair cur i láthair an NDA freisin ar a riachtanaí atá sé go mbeadh dearcadh dearfach ag daoine i leith an chuimsithe. I measc na réimsí tosaíochta a bhí ann in 2022/23 áiríodh forbairt Polasaí maidir le Cóiríocht Réasúnta do Mhic Léinn, faoi stiúir Bernie McGee, an tOifigeach Míchumais do mhic léinn. Ina theannta sin, leanadh i mbliana leis an dul chun cinn atá á dhéanamh leis an gclár oibre chun inrochtaineacht fhisiciúil a fheabhsú faoi cheannaireacht an Dr Deirdre McHugh, i gcomhar le comhghleacaithe in oifig na bhFoirgneamh agus na nEastát. Cheap an tIonad Rochtana beirt chomhaltáí foirne pháirtimseartha faoin gclár PATH 4 le dul i mbun oibre ar Chumarsáidí Inrochtana agus ar fhorbairt cláir do mhic léinn faoi mhíchumas intleachta. Tosaíocht de chuid an Phlean Gnímh UDA is ea an cuimsiú a chur chun cinn do chomhaltáí foirne agus do mhic léinn faoi mhíchumas, agus is gné shuntasach í de thiomantas na hOllscoile an Dualgas Earnála Poiblí atá uirthi i leith Comhionannais agus Chearta an Duine a chur i bhfeidhm.

Polasaí maidir le Cóiríocht Réasúnta do Mhic Léinn

Gné chaighdeánach den chleachtas múinteoireachta agus measúnaithe in Ollscoil na Gaillimhe is ea cóiríocht réasúnta a sholáthar do mhic léinn, agus tá an Ollscoil tiomanta timpeallacht chuimsitheach foghlama a sholáthar ina dtacófar le gach mac léinn a gcumas acadúil a bhaint amach. Fáiltíonn an Ollscoil roimh mhic léinn faoi mhíchumas agus tacaíonn sí leo lena gcuid staidéir chun tionchar an mhíchumais a mhaolú le go mbeidh deis acu barr a gcumais a bhaint amach.

D'fhéadfadh tacaíochtaí breise, nó 'cóiríocht réasúnta', a bheith ag teastáil ó mhic léinn faoi mhíchumas le go gcuirfí ar a gcumas feidhmiú ar leibhéal atá cothrom agus comhionann lena bparáí. Is ceanglas reachtúil faoi na hAchtanna um Stádas Comhionann 2000 (arna leasú) agus an tAcht um Míchumas 2005 go gcuirfí cóiríocht réasúnta ar fáil, nuair atá gá leis, chun tacú le daoine faoi mhíchumas.

Déanann Seirbhís Tacaíochta Míchumais an Ionaid Rochtana measúnú riachtanas leis an mac léinn, agus déanann moltaí maidir le cóiríocht réasúnta dá bhun. Tarlaíonn sé seo i gcomhairle leis an mac léinn tráth a c(h)lárú leis an tseirbhís.

Cuireadh grúpa oibre ar bun i mí Dheireadh Fómhair 2022 chun an próiseas atá i gceist leis an soláthar seo a chur ar bhonn foirmiúil agus é a shoiléiriú. I measc bhaill an ghrúpa sin tá ionadaithe ó Oifig an Leas-Uachtaráin do Chomhionannas, Éagsúlacht agus Cuimsiú, Oifig Dhéan na Mac Léinn, Seirbhísí do Mhic Léinn, an Fhoireann Léachtóireachta, Comhaltas na Mac Léinn agus an tSeirbhís Tacaíochta Míchumais/an tIonad Rochtana. Mar chuid den phróiseas forbartha, chuaigh an grúpa oibre i gcomhairle le hionadaithe ó Institiúidí Ardoideachais eile in Éirinn a bhfuil a bPolasaithe um Chóiríocht Réasúnta do Mhic Léinn á ndréachtú nó á nuashonrú faoi láthair, mar aon leis an gCoiste Campais Comhionannais, Éagsúlachta agus Cuimsithe, Oifig na Scrúduithe agus Aturnae na hOllscoile. Táthar ag fanacht i gcónaí ar fhaomhadh deiridh an Pholasaí agus táthar ag súil go mbeidh feidhm leis faoi thús na bliana acadúla 2023/24.

Tá freagracht ghinearálta ar ranna, seirbhísí agus aonaid na hOllscoile trí chéile as a chinntiú go ndéanfar cóiríocht réasúnta a chur ar fáil do na mic léinn a dteastaíonn sí uathu le go maolófar ar thionchar an mhíchumais ar a gcuid staidéir. Is céim thábhachtach thar ceann na hOllscoile an Polasaí maidir le Cóiríocht Réasúnta do Mhic Léinn a bheith forbartha sa mhéid is go gcinntíonn sé go leanfaidh an Ollscoil ag freastal ar riachtanais na mac léinn siúd a bhfuil a mhíchumas ag cur isteach ar a gcuid staidéir.

Tionscadal PATH 4: Dearadh Uilíoch agus Cláir do Mhic Léinn faoi Mhíchumas Intleachta

Tar éis chomh maith is a d'éirigh leis an tionscadal 'Rochtain agus Cuimsiú a Fheabhsú', ar tuairiscíodh air sa bhliain acadúil 2021/22, tá an tIonad Rochtana tosaithe ar thionscadal chun cur leis an obair seo agus í a leathnú, a bhuíochas le maoiniú ó scéim Chlár Rochtana ar Ardoideachas (PATH) 4, Céim 1, de chuid an ÚAO. Tá roinnt snáitheanna ag an tionscadal agus cuirtear síos orthu thíos.

Tionscadail Chomhoibríochá Náisiúnta

Tá Ollscoil na Gaillimhe ag dul i gcomhar le hOllscoil Teicneolaíochta na Mumhan (MTU), Coláiste na hOllscoile, Baile Átha Cliath (COBÁC) agus leis an gceann tionscadail, Ollscoil Teicneolaíochta an Atlantaigh (ATU), i bhforbairt Cairt Náisiúnta don Dearadh Uilíoch (UD) san Oideachas Treasach, lena n-áirítear na hEarnálacha Ardoideachais agus Breisoideachais agus Oilíúna.

Tá an Ollscoil i mbun comhoibríthe freisin ar dhá thionscadal náisiúnta eile PATH 4, ceann amháin chun pacáiste oilíúna UD a fhorbairt do cheannairí sinsearach san oideachas treasach, agus an dara ceann chun pobal cleachtas náisiúnta a thógáil chun cláir a fhorbairt do mhic léinn faoi mhíchumas intleachta.

Dearadh Uilíoch: Inrochtaineacht Fhisiciúil

Leantar den obair chun inrochtaineacht fhisiciúil an champais a fheabhsú faoi PATH 4, i gcomhpháirtíocht le hOifig na bhFoirgneamh agus na nEastát. Tá dul chun cinn suntasach déanta maidir le háiseanna aslonnaithe éigeandála do dhaoine le riachtanais bhreise a uasghrádú agus ar an oiliúint foirne a bhaineann leis sin. Beifear in ann rochtain a fháil ar léachtlanna ar fud an champais gan déileáil le céimeanna, rud a chuirfidh feabhas ar shábháilteacht agus ar inrochtaineacht.

Tá sé d'aidhm ag an Ollscoil a bheith ainmnithe mar champas atá báúil don uathachas agus, chuige sin, seolfar seomra ilchéadfach úrscothach ag tús na bliana acadúla nua, mar aon le léarscáil de spásanna campais atá báúil dóibh siúd a bhfuil deacrachtaí acu le próiseáil chéadfach, idir faoi dhíon agus faoin aer. Tá sé sin ag teacht le foilsiú Prepare: Entry Guide, ar faisnéis aistrithe é a d'fhorbair an tSeirbhís Tacaíochta Míchumais chun tacú lenár mic léinn uathacha.

Chuaigh an tlonad Rochtana i gcomhpháirtíocht le tionscadal Crowd4Access de chuid Ionad Taighde Anailísíochta Sonraí Insight SFI in 2022 chun cosáin an champais a mhapáil chun críche inrochtaineachta. Ina dhiaidh sin, chuaigh an tlonad Rochtana agus Insight i gcomhar leis an gClár BA sna hEolaíochtaí Sóisialta Feidhmeacha agus le clár Obair Dheonach ALIVE chun mapáil cosán Crowd4Access a neadú sa churaclam agus sa chomhchuraclam.



Mapáil cosán Crowd4Access

Dearadh Uilíoch: Cumarsáidí inrochtana

Ceapadh Comhordaitheoir don Dearadh Uilíoch - Cumarsáidí Inrochtana (UDC-AC) i mí Aibreáin 2023. Tá aghaidh á tabhairt ag an UDC-AC, in éineacht leis an dTeicneolaí WWW, ar a bhfuil tagtha chun solais ó iniúchtaí seachtainiúla gréasáin, arna ndéanamh ag an Udarás Náisiúnta Míchumais (NDA). Sainaitníodh saincheisteanna inrochtaineachta agus tá ábhair oiliúna oiriúnacha á n-ullmhú chun a chinntiú go mbeifear comhlíontach le Treoir an AE maidir le hInrochtaineacht Gréasáin, agus tá teastasú i bhfoirm suaitheantais dhigit eacha beartaithe do dheireadh 2023. Cuirfear feabhas ar inrochtaineacht ár gcumarsáidí trí bhreiseán inrochtaineachta uathoibríthe a chomhtháthú le suíomh Gréasáin na hOllscoile sa dara leath de 2023. Anuas air sin, tá ceardlanna oiliúna foirne á seachadadh ag an UDC-AC trí Chlár Foghlama agus Forbartha na hOifige Acmhainní Daonna faoin gcaoi le *Cáipéis Inrochtana a Chruthú*.

Cláir do Mhic Léinn faoi Mhíchumas Intleachta

Ceapadh Comhordaitheoir Cláir dóibh siúd le Míchumais Intleachta freisin i mí Aibreáin 2023 chun oibriú le comhghleacaithe acadúla agus gairmiúla ar fud na hOllscoile chun deiseanna forbartha a aimsiú. Tá Coiste Stiúrtha inmheánach bunaithe chun tacú leis an obair seo agus tá an comhordaitheoir i mbun teagmhála le comhghleacaithe ar bhonn náisiúnta, mar chuid den phobal cleachtais náisiúnta atá luaite thuas.

Feasacht agus Oiliúint Uathachais CMNHS

Reáchtáil Coiste EDI Choláiste an Leighis, an Altranais agus na nEolaíochtaí Sláinte (CMNHS) imeacht múscaithe feasachta agus ceiliúrtha ar Uathachas i mí na Mheithimh 2022. I measc na hábhair ar déileáladh leo, áiríodh tacaíochtaí do mhic léinn san Ollscoil, infhostaitheacht mar aon leis an taithí a bhí ag comhalta foirne le huathachas agus a máthair, ar teistiméireacht í a bhí idir mhaoithneach agus spéisíúil. Bhí sé mar aidhm ag an imeacht feasacht a mhúscailt agus an stiogma a bhaineann le huathachas a bhaint de, chomh maith le comhaltaí foirne a chumasú chun tacú lena mic léinn agus a gcomhghleacaithe uathacha. Mar thoradh ar an imeacht seo agus ar obair leanúnach an Dr Lhara Mullins i Scoil na nEolaíochtaí Sláinte, seoladh an Treoir Foirne chun Tacú le Mic Léinn Uathacha, a bhfuil fáil air i mBéarla agus i nGaeilge.

Fuarthas aiseolas ón imeacht sin agus ina fhianaise sin, reáchtáil an CMNHS ceardlann oiliúna foirne uathachais i mí na Nollag 2022. Comhaltaí foirne agus mic léinn uathacha i gcomhar le baill coiste EDI, an Dr Lhara Mullins agus an Dr Katarzyna Whysall, a chuir an oiliúint nuálaíoch seo, a bhfuil ábhar machnaimh ann, i dtoll a chéile, agus is iad a chuir i láthair é. Labhair daoine le huathachas ar an gcampas leis na rannpháirtithe faoina n-eispéiris féin, agus tugadh údar spreagtha dóibh siúd a bhí i láthair dul i mbun machnaimh agus plé, féachaint le bealaí a aimsiú chun an Ollscoil a dhéanamh níos báúla dóibh siúd a bhfuil uathachas orthu. Deis a bhí san oiliúint seo chun plé a dhéanamh ar na bealaí trína bhféadfaí an tuiscint atá ag daoine ar an uathachas a mhéadú, agus faoin ról atá ag gach duine againn a bheith níos cuimsithí agus an éagsúlacht a cheiliúradh. Ba é an toradh a bhí air ná go bhfuair na rannpháirtithe léargas cumhachtach uathúil ar a bhfuil i gceist le huathachas don duine féin, ar na dúshláin a bhíonn rompu agus iad ag déanamh a mbealach i dtimpeallachtaí a dearadh do dhaoine néaraitipiciúla.

Ómós a Neadú in Ollscoil na Gaillimhe

Is tionscnamh é an tionscadal Ómóis atá maoinithe ag an Ollscoil tríd an gCiste Straitéiseach agus faoi stiúir an Dr Rachel Hilliard, an Dr Shivaun Quinlivan agus an Dr Lucy-Ann Buckley (Coláiste an Ghnó, an Bheartais Phoiblí agus an Dí). Is é cuspóir an tionscadail togra a fhorbairt do Chairt Ómóis a léireoidh an tuiscint atá againn ar ómós mar phobal ollscoile mar aon lenár mian go neadófaí an t-ómós i gcultúr Ollscoil na Gaillimhe. Tugann an tionscadal seo tacaíocht dhíreach do phlean straitéiseach na hOllscoile agus don Mhórghníomhaíocht Cairt Ómóis a chur i bhfeidhm.

Tar éis sheoladh an tionscadail i mí Aibreáin 2022 i gcomhthráth leis an tionscadal Ómóis a bheith mar Chroíluch in Ollscoileanna, cuireadh tús leis an obair trí athbhreithniú a dhéanamh ar dhea-chleachtas agus an dearadh taighde a fhorbairt. An cur chuige ar glacadh leis don tionscadal seo ná dul i gcomhairle le pobal na hOllscoile trí chéile chun léirtheiscint a fháil ar an gcaoi a bhféadfaí ómós a léiriú i réimsí éagsúla.

IOMPAR ÓMÓSACH // CULTÚR ÓMÓSACH



PEARSANTA



POST



INSTITIÚID

Rinneadh é seo trí shuirbhé gairid ar líne inar ceistíodh daoine faoin ómós agus faoin easpa ómóis, agus faoina dtaithe ar an gcaoi a n-oibríonn ómós ina n-aonad. Reáchtáladh ceardlann am lóin le gach grúpa ina dhiaidh sin ina ndearna rannpháirtithe iniúchadh ar chultúr reatha an ómóis in Ollscoil na Gaillimhe agus ar na hathruithe chun feabhais a dhéanfaidís air.

Chuir comhghleacaithe léarscáil chomhroinnte de chleachtas an ómóis i dtoll a chéile, don am i láthair agus don todhchaí, trí iniúchadh a dhéanamh ar:

- an chaoi a léiríonn tosaíochtaí ollscoile ómóis
- na hiompraíochtaí, idir mheasúil agus dhímheasúil, a seastar leo, a gcuirtear suas leo nó a ngearrtar pionós orthu
- an chaoi rannpháirtíocht agus guth an duine féin a spreagadh
- an chaoi a múnlaíonn noirm agus rialacha cinnteoireacht

Reáchtáladh an cheardlann phíolótach le foireann ó Sheirbhísí do Mhic Léinn a bhí thar a bheith gníomhach agus díograiseach i mí an Mheithimh 2022. Cuireadh 15 cheardlann Ómóis ar fáil thar naoi mí, ar fhreastail 250 comhghleacaí agus mac léinn i raon aonad riaracháin, seirbhíse, taighde agus scoileanna, uirthi ag críochnú le ceardlann le Foireann Bainistíochta na hOllscoile. Fuarthas 400 freagra ar an suirbhé Ómóis. Reáchtáladh ceardlanna don fhoireann agus do na mic léinn uile chun deis a thabhairt do gach duine a nguth a chur in iúl.

I measc cuid de na téamaí fíorspéisiúla a tháinig chun solais ó na sonraí tá:

- tuiscint ar ómós mar chaitheamh le daoine eile ar an gcaoi ar mhaith leo agus ar gá go gcaithfí leo féin, agus bonn faisnéise faighte ag an tuiscint sin ó chomhbhá gníomhach le difríochtaí
- an tsuim atá ag daoine a bheith rathúil ag an obair, agus an chaoi a bhféachann siad ar ómós mar thaca a chuirfidh lena gcumas an obair is fearr is féidir leo a dhéanamh
- an mhian atá ag daoine go léireofaí ómós go hoscailte agus go réadófaí é
- an tábhacht a bhaineann le sibhialtacht san ionad oibre agus meas a bheith idir comhghleacaithe
- an tionchar faoi leith a bhíonn ag an easpa ómóis ó dhaoine níos sinsearaí
- a thábhachtaí atá polasaithe agus cleachtais ómósacha ag an leibhéal institiúideach don fhoireann agus do mhic léinn

Don chéad chéim eile den tionscadal, tá sé beartaithe breis foirne taighde a fhostú chun cabhrú le hanailís a dhéanamh ar na sonraí sula dtiomsófar na torthaí i dtuarascáil agus sula ndrúachtófar moladh chun Cairt Ómóis a fhorbairt. Cuirfear an obair seo i láthair phobal na hOllscoile sa bhliain acadúil seo chugainn.

Forbairt agus Folláine Foirne

Cláir Mheantóireachta

Seoladh **Scéim Meantóireachta na hOllscoile** ag deireadh 2021 agus an aidhm a bhí aici tacú leis an bhfoireann a scileanna a fhorbairt agus a spriocanna gairme a bhaint amach. Comhpháirtíocht idir comhaltaí foirne sinsearach agus comhghleacaithe atá ag céim luath dá ngairm atá i gceist leis an scéim seo, agus féachann sí le cabhrú le comhaltaí foirne a lánacmhainneacht a bhaint amach. Feidhmíonn an scéim seo taobh le cláir mheantóireachta eile ar nós Clár Ceannaireachta Mná Aurora agus scéim meantóireachta Acadúla na Scoile Gnó agus Eacnamaíochta.

Chláir breis agus 150 comhalta foirne le bheith ina Meantóirí ón uair a seoladh an Scéim, agus níos mó ná céad mar Mheantaithe. Glactar le Meantóirí agus le Meantaithe nua i mí Eanáir agus mí Iúil gach bliain. Táthar ag súil cur leis an bPainéal Meantóireachta in 2023, go háirithe i measc comhaltaí foirne sna seirbhísí gairmiúla. Cuirtear ceardlanna oiliúna ar fáil do Mheantóirí agus do Mheantaithe araon i rith na bliana.

Ainmníodh Seaimpíní Meantóireachta go háitiúil chun cabhrú le móiminteam a choinneáil agus feasacht faoin scéim a chothú. Tá an Seaimpín Meantóireachta ina phointe teagmhála leis an bhfoireann áitiúil agus oibríonn as lámha a chéile le Foghlaim agus Forbairt ar an bpróiseas péireála agus ar chumarsáid/uasdátú áitiúil.

Tá rochtain saor in aisce ag gach comhalta foirne ar Ardán Foghlama LinkedIn, agus tá an Mheantóireacht i measc na gcosán foghlama atá air. Cruthaíodh na cosáin foghlama seo go sonrach mar thacaíocht agus mar acmhainn bhreise d'fhoireann Ollscoil na Gaillimhe. Tá leathanach gréasáin faoi leith ar fáil freisin don fhoireann ar a bhfuil acmhainní meantóireachta agus ábhair atá cothrom le dáta.

Sheol Ollscoil na Gaillimhe an dara clár meantóireachta idir-institiúideach ("*Collaborate*") i mí na Samhna 2022 i gcomhar le Coláiste na Tríonóide (TCD), Coláiste na hOllscoile Corcaigh (UCC), Ollscoil Teicneolaíochta Bhaile Átha Cliath (TUD), Ollscoil na Banríona, Béal Feirste (QUB), Ollscoil Teicneolaíochta na Mumhan (MTU) agus Coláiste Ríoga na Máinlianna in Éirinn (RSCI). Ghlac cúigear comhaltaí foirne ó gach Ollscoil páirt sa scéim. An aidhm atá leis an gclár go gcuirfeadh comhaltaí foirne a bhfuil róil chomhchosúla acu laistigh de na hinstiúidí atá páirteach tacaíocht mheantóireachta ar fáil dóibh siúd atá ag freastal ar an gclár agus go bhforbrófaí líonra tacaíochta lasmuigh dá n-ionad oibre. Is ar chomhaltaí foirne acadúla/taighde a ceapadh ina bPríomhthaihdheoirí le gairid atá an clár is déanaí dírithe. Reáchtálfar seisiún eile amach sa bliain a bheidh dírithe ar chohórt eile foirne.

Anuas ar na cláir Mheantóireachta thuasluaite, cláraíodh ochtar comhaltaí foirne ar scéim meantóireachta Institiúid Bhainistíochta na hÉireann (IMI) amach sa bhliain 2022 agus ag tús 2023. Tugann an clár seo deis do na comhaltaí foirne feidhmiú mar mheantóir nó mar mheantaithe le daoine atá fostaithe i raon tionscal éagsúil ar fud oileán na hÉireann.

Scéim Polasaí Breisoideachais (FEP)

Tá Ollscoil na Gaillimhe meáite ar thacaíocht a thabhairt do chomhaltaí foirne atá ag tabhairt faoi chláir oideachais chun cur lena bhforbairt ghairmiúil agus phearsanta. Tá an gealltanas sin ag teacht le haidhmeanna straitéiseacha na hOllscoile acmhainneacht na foirne a uasmhéadú, tacú le hearcú agus le coinneáil foirne agus cinntiú go mbeifear tiomanta do chomhdheiseanna. Tá tuilleadh eolais ar fáil [anseo](#).

In 2022, rinne 63 comhalta foirne ó gach catagóir foirne iarratas ar an scéim FEP; mná a bhí i 79% acu agus fir a bhí i 21% acu.

Ceadaiódh maoiniú chun tacú le 63 comhalta foirne ó gach catagóir foirne tabhairt faoi chláir oideachais thar raon leathan clár agus leibhéal céime:

Céimeanna	
PhDanna	17
Céimeanna Máistreachta	23
Céimeanna Baitsiléara	6
Teastais/diplómaí iarchéime	17

Catagóirí Foirne FEP 2022

Catagóirí lomlána FEP	
Acadúil	15
Taighde	7
Tacaíocht	33
An Leabharlann	7
Teicniúil	2

Gearrshéisíúin Foghlama

Cuireadh tús le gearrshéisíúin foghlama á n-eagrú ag Foghlaim & Forbairt go déanach in 2022. Is iad foireann na hollscoile a dhear agus a éascaíonn na ceardlanna seo d'fhoireann na hOllscoile, rud a chuireann ar chumas comhghleacaithe a gcuid saineolais agus eolais a roinnt ar raon ábhar ar nós Traenáil Bunaithe ar Neart, Seirbhís do Chustaiméirí na hOllscoile agus An Ghaeilge san Ollscoil. Mairfidh gach ceardlann 60 nóiméad agus reáchtáiltear ar líne iad chun go mbeidh an oiread comhaltaí foirne agus is féidir in ann freastal orthu. Is féidir clárú do chúrsaí ar an leathanach Foghlama & Forbairt ar [Thairseach Féinseirbhíse na bhFostaithe](#).

Láirionad Foghlama DCM & LinkedIn Learning

Tá na mílte físeán, ranganna teagaisc agus gearrchúrsaí inrochtana trí ríomhaire/ríomhaire glúine/fón póca agus tá fáil orthu d'fhoireann na hollscoile le féachaint orthu am ar bith a fheileann sé dóibh.

Clár Ceannaireachta LIFT

Is clár 8-10 seachtaine é [LIFT](#), agus 30-40 nóiméad sa tseachtain i gceist leis, ina mbíonn rannpháirtithe páirteach i ngrúpa comhchéime beag, ar líne ar fad nó meascán d'ar líne agus ar an láthair, agus clár forbartha ceannaireachta ar siúl acu a bhfuil idir 8 agus 10 gcuid i gceist leis agus ina gclúdaítear roinnt luachanna. Tá breis is 100 comhalta foirne tar éis clárú ó thús na bliana 2023 mar rannpháirtí nó mar éascaitheoir ar sheisiún comhchéime.

Cóitseáil

Seoladh tionscnamh Cóitseála Foirne i mí Dheireadh Fómhair 2022 le tacaíocht ó Chiste Straitéiseach na hOllscoile chun cultúr cóitseála a neadú agus chun tacú le seachadadh Straitéis na hOllscoile do Dhaoine. Tá Foireann Chóitseála Inmheánach ar a bhfuil aon chóitseálaí déag curtha ar bun san Ollscoil faoi choimirce Acmhainní Daonna agus faoi stiúir Cheann na hOiliúna Foirne. Tá gach cóitseálaí creidiúnaithe ag comhlachtaí gairmiúla agus is bail iad de Chomhairle Meantóireachta agus Cóitseála na hEorpa. An chaoi a n-oibríonn an tionscnamh go ndéanann comhaltaí foirne teagmháil dhíreach le cóitseálaí chun leas a bhaint as an tseirbhís. Tá clár d'fhorbairt ghairmiúil leanúnach i bhfeidhm do na cóitseálaithe ar fad. Tá sonraí na Foirne Cóitseála Inmheánaí ar fáil anseo sa rannán 'Foghlaim & Forbairt' ar láithreán gréasáin AD na hOllscoile.

Faoi chathaoirleacht an Stiúrthóra AD agus le hionadaithe ó UMT agus saineolaithe seachtracha, tá Grúpa Stiúrtha bunaithe chun comhairle a thabhairt maidir le forbairt agus cur i bhfeidhm Straitéis Chóitseála don Ollscoil.

Chuir Ceann na hOiliúna Foirne, cóitseálaithe inmheánacha agus foireann acadúil ó Choláiste an Ghnó, an Bheartais Phoiblí agus an Dlí clár píolótach 2 lá, 'Coaching as a Management & Leadership Style' i láthair. Bhí naonúr rannpháirtí, arb as trí Scoil sa Choláiste iad, lena n-áirítear acadóirí agus comhaltaí foirne seirbhísi gairmiúla, páirteach sa chlár seo. Seachadadh clár eile ina dhiaidh sin do Choláiste na nDán, na nEolaíochtaí Sóisialta agus an Léinn Cheiltigh agus Coláiste an Leighis, an Altranais agus na nEolaíochtaí Sláinte i mBealtaine agus mí an Mheithimh 2023.

Anuas ar a gcáilíochtaí cóitseála, rinne beirt chóitseálaithe inmheánacha Teastas i dTraenáil Foirne. Is é an Team Coaching Studio a chuir an oiliúint sin i láthair agus rinne an Chónaidhm Cóitseála Idirnáisiúnta creidiúnú air. Tá sé seo tar éis cur go mór leis na leibhéil saineolais agus scileanna cóitseála atá ar fáil san Ollscoil. Ghlac an tIonad Foghlama agus Forbartha Gairmiúla d'Aosaigh páirt i dtionscnamh cóitseála foirne mar chuid dá bhforbairt foirne.

Seachadadh sraith seimineár cóitseála ar líne d'fhoireann na hollscoile, arb é an ceann is déanaí acu seimineár a reáchtáladh chun Lá Idirnáisiúnta na mBan 2022 a chomórath. Tá an cháil amuigh ar an gcóitseáil gur tacaíocht d'fhorbairt ceannaireachta í, agus d'fhorchémniú gairme, agus go bhféadfadh sé spreagadh a thabhairt do mhná a n-aghaidh a thabhairt ar ghairmeacha ceannaireachta, mar shampla mar Chinn Roinne nó mar Dhéin laistigh den Ollscoil. Ba cheart go dtacódh sé seo leis an Ollscoil a gealltanais sa Phlean Gnímh Chomhionannais Insce a bhaint amach agus leis an iarratas atá beartaithe aici ar ghradam Airgid Athena SWAN in 2025.



Baill na Foirne Oiliúna Inmheánaí - Ar chúl, ó chlé: John Hannon, Grace Mannion, Gerardine Deacy, Anna Cunningham, Natalie Walsh, Majella Perry, John Gibney. Chun tosaigh, ó chlé: Larissa Lamb, Mary Surlis, Nicola McNicholas, Marie Laffey

Folláine

Trí pháirt a ghlacadh sa KeepWell mark, tá Ollscoil na Gaillimhe aitheanta mar eagraíocht atá chun cinn maidir le folláine in 2022 agus 2023.



Sraith de chaighdeán sláinte agus folláine atá i gceist leis an gcreat KeepWell agus iad bunaithe ar dheachleachtas idirnáisiúnta agus ar fhianaise. Is féidir na caighdeán a bhaint amach tríd an fholláine a chur chun cinn san ionad oibre. Baineann an creat le 8 bpríomhréimse: Ceannaireacht, Meabhairshláinte, Sláinte agus Sábháilteacht, Saor ó Thobac, Bainistiú Neamhláithreachta, Iontocsainigh, Ithe Sláintiúil agus Gníomhaíocht Fhisiciúil. Fuair an Ollscoil creidiúnú KeepWell in 2019 agus d'éirigh léi an creidiúnú sin a choinneáil. Tá an Ollscoil tiomanta aistriú ón gcaighdeán cré-umha go dtí an caighdeán óir faoin mbliain 2025. Rinneadh iniúchadh iomlán an athuair ar an gcreidiúnú in 2023 agus d'éirigh leis an Ollscoil aistriú ón gcré-umha go dtí an caighdeán airgid ar chúig cinn de na caighdeán, agus an chosúlacht ar an scéal go mbainfear an caighdeán óir amach in 2025.

Seo a leanas cuid de na tionscnaimh ar fud an champais a thacaigh leis an dul chun cinn:

Ceannaireacht

- Rannpháirtíocht sa chlár Todhchaí na hÉireann a Threorú le chéile (LIFT)
- Tabhairt isteach clár cóitseála agus cóitseáil foirne
- Tabhairt isteach scéim mheantóireachta
- Tabhairt isteach na Hibridoibre, agus tacú léi.

Iontocsainigh

- Tabhairt isteach polasaí maidir le hlontocsainigh
- Oiliúint feasachta maidir le hlontocsainigh curtha ar fáil don fhoireann agus do bhainisteoirí.

Sláinte Fhisiciúil

- Cur le líon na scáthlán rothar/cithfholcadán
- Gíomnáisiamáí a thógáil ar an gcampas
- Scairdeáin uisce a shuiteáil faoin aer ar fud an champais.

Sláinte Mheabhrach

- Tabhairt isteach foireann Garchabhrach Meabhairshláinte
- Tabhairt isteach Polasaí maidir le Méala
- Oiliúint feasachta maidir le Méala don fhoireann agus do bhainisteoirí.



Sprioc 3:

Déanfaidh Ollscoil
na Gaillimhe
cleachtais nuálacha
EDI a bhrú chun
cinn san Earnáil
Ardoideachais





An Chéad Seachtain Frithchiníochais Nelson Mandela 2023

Cuireadh tús in 2023 le Seachtain Frithchiníochais Nelson Mandela a bhí ar siúl den chéad uair ón 20 – 24 Márta. Bhí an tseachtain imeachtaí ar siúl ag an am céanna leis an Lá Idirnáisiúnta chun Idirdealú Ciníoch a Dhíothú, a bhíonn ar siúl gach bliain ar an 21 Márta. Reachtáladh ar na dátaí sin é chomh maith mar chomóradh ar an 20 bliain atá caite ó bhronn Ollscoil na Gaillimhe dochtúireacht oinigh ar Nelson Mandela in 2003. Tá sé tráthúil ó tharla gur roghnaigh na Náisiúin Aontaithe an 21 Márta ar dtús mar chomóradh ar uafáis a rinne réimeas na cinedheighilte nuair a mharaigh póilíní na hAfraice Theas 69 duine ag léirsiú síochánta in aghaidh ‘dlíthe pasanna’ ciníocha cinedheighilte in 1960, ar a dtugtar Ár Sharpeville. Is é an príomhspreagadh don lá bliantúil aitheantais agus gnímh seo ná feasacht a mhúscailt agus dúshlán a thabhairt don chiníochas go hidirnáisiúnta, bíodh sé ar bhonn aonair, cultúrtha nó institiúideach.

Tá oidhreacht, tiomantas agus buanseasmhacht Nelson Mandela mar cheannaire sa chomhrac in aghaidh an chiníochais agus an leatrom le linn na cinedheighilte, agus an chaoi ar chuir sé an neamhchiníochas, an tsíocháin agus an t-athmhuintearas chun cinn san Afraic Theas i ndiaidh na cinedheighilte, ina inspioráid do gach duine a bhfuil fíis acu do shochai chomhionann. Le linn an tsearmanais nuair a bronnadh a dhochtúireacht oinigh ar Mandela, dúirt Uachtarán na

hOllscoile ag an am, an Dr Iognáid Ó Muircheartaigh, gur léirigh cuairt Nelson Mandela ‘an chaoi ar féidir le diongbháilteacht aonair agus cloí le prionsabal, mar aon le buanseasmhacht agus misneach, cor a chur sa chinníuint. Fadhb é an ciníochas a chuireann isteach ar an tsochaí ar bhealaí éagsúla, agus dá réir sin tá freagracht orainn go léir dul i ngleic le leithcheal ciníoch.

Bhí an clár ilghnéitheach imeachtaí le linn sheachtain Frithchiníochais Nelson Mandela bunaithe ar chur chuige comhoibríoch ar fud na hollscoile, le tacaíocht ó Oifig an Leas-Uachtaráin do Chomhionannas, Éagsúlacht agus Cuimsiú. Cuireadh tús leis an tseachtain nuair a reachtáil an Ollscoil céad chomhdháil náisiúnta ÚAO ar Chomhionannas Ciníocha san Ardoideachas an 20 Márta. Cuireadh fáilte roimh Ambasadóir na hAfraice Theas chuig an gcampas an 23 Márta agus thug sí a príomhóráid. Ar an raon leathan tionscnamh a bhí ann i rith na seachtaine, áiríodh gníomhaíochtaí arna stiúradh ag mic léinn agus ag comhaltaí foirne cosúil le ceardlanna, caifé éagsúlachta, taispeántais, eispéireas réaltachta fíorúla, oiliúint, scannáin agus imeachtaí cultúrtha. Dearadh na himeachtaí le bheith machnamhach agus idirghníomhach, agus chun éascaíocht a dhéanamh ar phlé, foghlaim agus rannpháirtíocht le raon leathan saincheisteanna a bhaineann le cine, eitneachas agus frithchiníochas.



An Chearnóg
- Bratach na
hAfraice Theas





Súil siar ar shearmanas bronnta Nelson Mandela in Ollscoil na Gaillimhe - ó chlé: An Dr Helen Maher, an tUachtarán Emeritus an Dr Iognáid Ó Muircheartaigh, Vusi Gugulethu Thabethe, Yolisa Maya (Ambasadóir na hAfraice Theas go hÉirinn), Maggie Bingo, an tOllamh Becky Whay, Mabet Van Rensburg, Owen Ward.

An Trasnú idir an Ciníochas agus Spásanna Poiblí

Bhí an ciníochas idir chaibidil ag an imeacht seo, agus tagraíodh don chaoi a bhfuilimid ag déileáil leis an gciníochas i gcónaí, bíodh sé le feiceáil go follasach agus go poiblí nó in áiteanna dorcha ar an idirlíon. Thug Emer O'Neill, Rosemarie Maughan agus an Dr Amanullah De Sony dúshlán an chiníochais agus d'fhulaing siad dá bharr. Thug Emer O'Neill an phríomhóráid agus labhair sí ar na heispéiris a bhí aici agus ar a streachailt leanúnach in aghaidh an chiníochais in Éirinn. Bhí plé painéil ina dhiaidh sin, faoi chathaoirleacht Aoife Cooke, Ceann EDI, le Emer O'Neill, Rosemarie Maughan, Amanullah De Sony agus Ikenna Anyabuike.



Plé painéil ar 'An Trasnú idir an Ciníochas agus Spásanna Poiblí' – Ó chlé: Ikenna Anyabuike, Aoife Cooke, Emer O'Neill, Dr Amanullah De Sony, Rosemarie Maughan.

Ciste Tionscadail EDI do Sheachtain Frithchiníochais Nelson Mandela

I mí na Samhna 2022, d'fhógair Oifig an Leas-Uachtaráin do Chomhionannas, Éagsúlacht agus Cuimsiú gairm ar iarratais chuig Ciste bliantúil na dTionscadal Comhionannais, Éagsúlachta agus Cuimsithe (€15,000) i rith chéad Sheachtain Frithchiníochais Nelson Mandela. Bhí an ciste ar fáil don fhoireann agus do mhic léinn ar bhonn iomaíoch do thionscadail éagsúla Frithchiníochais laistigh den Ollscoil mar chuid de Sheachtain Frithchiníochais Nelson Mandela a reáchtáladh ón 20 - 24 Márta 2023. Rinne an Coiste Measúnaithe, faoi chathaoirleacht an Uasail John Hannon, Stiúrthóir Seirbhísí do Mhic Léinn, athbhreithniú ar na hiarratais agus faomhadh aon iarratas déag le haghaidh maoinithe. Tháinig ceithre cinn de na tionscadail a bhí beartaithe le chéile chun dhá imeacht a reáchtáil.

Tionscadail EDI do Sheachtain Frithchiníochais Nelson Mandela

Éagsúlacht Chiníoch á Ceiliúradh ag Ollscoil na Gaillimhe Taispeántas Grianghraf

Eagraithe an Tionscadail: An Dr Deirdre Curran, Suvankar Roy agus Mohanjit Kaur

Chruthaigh foireann Seaimpíní Éagsúlachta ó Choláiste an Ghnó, an Bheartais Phoiblí agus an Dí, faoi threoir an Dr Deirdre Curran mar Leas-Déan EDI, sraith íomhánna a léiríonn agus a cheiliúránn an éagsúlacht ar ár gcampas. Taispeánfar deich n-íomhá mar thaispeántas le linn sheachtain Nelson Mandela. Taispeánfar iad i dtosach ag láthair Chomhdháil an ÚAO, agus ina dhiaidh sin i gColáiste an Ghnó, an Bheartais Phoiblí agus an Dí.



Éagsúlacht Chiníoch á Ceiliúradh - Taispeántas Grianghraf

Soláthar Díreach trí shúile Mhic Léinn Ollscoil na Gaillimhe Mic Léinn (Eispéireas Réaltachta Fíorúil)

Eagraí an Tionscadail: Eileen Kennedy

Tabharfaidh an clár faisnéise gearr seo, a rinneadh i bhfoirm réaltachta fíorúla, deis don lucht féachana blaiseadh a fháil de shaol na mac léinn atá ina gcónaí in Ionaid Soláthair Dhíreach i nGaillimh. Roinn na mic léinn a gcuid scéalta agus thug siad cuireadh duit taithí a fháil ar ghnáthlá ina gcuideachta agus iad ag ullmhú don rang, ag taisteal go dtí an Ollscoil agus ag fillleadh abhaile. Bhain an lucht féachana úsáid as fearas cinn VR chun amharc 360 céim a fháil ar a raibh timpeall orthu agus iad féin a thumadh in eispéiris na mac léinn seo. Rinneadh éascaíocht do chruthú an chláir faisnéise seo i gCúinne na Cruthaitheachta i Leabharlann Ollscoil na Gaillimhe.



Soláthar Díreach - Eispéireas Réaltachta Fíorúil

Ceardlann Oiliúna 'How to be an Ally' do Mhic Léinn, á soláthar ag an Galway One World Centre, ALIVE

Eagraí an Tionscadail: An Dr Lorraine Tansey

Rinneadh iniúchadh ar phribhléid agus ar ghnéithe an-phraiticiúla den fhrithchiníochas sa cheardlann seo do mhic léinn ar an gcaoi a bheith i do chomhghuaillí. Tá an cheardlann á seachadadh ag saineolaithe a bhfuil taitní acu mar mhionlaigh laistigh de chomhthéacs cultúrtha na hÉireann. I measc na n-ábhar ar tugadh aghaidh orthu ar an gcúrsa bhí ais na bpríbhleáidí, ar áiríodh léi cumasachas, cine, agus inscne.



Ceardlann Oiliúna 'How to be an Ally'

Físeán 'We are One'

Eagraithe an Tionscadail: Maria Batishcheva agus Seaimpíní Éagsúlachta Choláiste an Ghnó, an Bheartais Phoiblí agus an Dí (CBPPL)

Déantar rólghlacadh san fhíseán seo ar na heispéiris chiníochais a bhíonn ag mic léinn san ollscoil. Bhailigh foireann an tionscadail scéalta ó mhic léinn agus rinne siad aisteoireacht ar na heispéiris sin i bhfíseán rólghlactha. Cuirtear 2 theachtaireacht shimplí in iúl san fhíseán: *'ná tabhair neamhaird ar an gciníochas'*, agus *'is pobal aontaithe muid'*.



'Whist A Thary': Féile Scannán na dTaistealaithe agus na Romach 21 – 24 Márta 2023

Eagraí an Tionscadail: Dan Dwyer

Is minic a chuirtear taistealaithe na hÉireann agus an pobal Romach i láthair sa scannánaíocht trí steiréitíopaí an fhoréigin, na coiriúlachta agus an mhisteachais. Tá dornán scannán déanta le tamall anuas, mar sin féin, a thug cúl don léiriú diúltach sin agus a d'fhéach leis na grúpaí seo a léiriú ar bhealaí níos barántúla agus níos moltaí. Tharraing an fhéile scannánaíochta ceithre lá seo aird ar na traidisiúin seo, agus tháinig baill den phobal Taistealaithe agus Romach, laistigh den Ollscoil agus lasmuigh di, chomh maith leis an bpobal Ollscoile níos leithne chun plé a dhéanamh ar an gcaoi ar féidir eitneachtaí éagsúla a cheiliúradh sna meáin agus trí na meáin. Is frása é 'Whist A Thary' as Caintis na hÉireann a n-aistrítear go Béarla é mar 'Dún do bhéal agus breathnaigh'!



Féile Scannán na dTaistealaithe agus na Romach

Caifé Éagsúlachta: Cine, inscne, agus gnéaschlaonadh – ag dul i ngleic le haiseanna trasnaithe an éagthroime

D'óstáil an líonra foirne Idirnáisiúnta, an líonra foirne LGBT+ agus líonra foirne Ban na hOllscoile a gcéad imeacht i bpáirt ar an gcampas. Baineadh úsáid as modheolaíocht an World Café ina n-éascaítear comhráit oscailte agus dlúthpháirteacha i dtimpeallacht fháiltiúil an chaifé agus rinne siad siúd a bhí i láthair iniúchadh ar an gcaoi a n-imríonn ciníochas tionchar ar phobail éagsúla laistigh dár nOllscoil agus dár sochaí. Roinn na cainteoirí a raibh cuireadh faighte acu ó Líonra Ban na hOllscoile, ón Líonra Foirne Idirnáisiúnta agus ón Líonra Foirne LGBT+ a n-eispéiris le cineálacha éagsúla leithcheala. Chuir na rannpháirtithe ceisteanna agus chuaigh siad i gcomhar chun gníomhartha a chur i dtoll a chéile a thabharfaidh aghaidh ar chiníochas, gnéasachas, homafóibe agus trasfóibe. Bhí thart ar 30 duine i láthair agus bhí an t-aiseolas an-dearfach. Mhottaigh na rannpháirtithe gur spás sábháilte agus tacúil a bhí sa chaifé inar féidir leo eispéiris phianmhara agus dheacra a roinnt go héasca. Leagan amach cuimsitheach, suaimhneach agus daonlathach a bhí ann, agus níor ghá do chainteoirí ar tugadh cuireadh dóibh cur i láthair foirmiúil a ullmhú.

“Ceiliúradh ar éagsúlachtaí agus cúlraí cultúrtha i ndomhan na Fraincise”, ceardlann do dhaltai meánscoile

Eagraí an Tionscadail: Sylvie Mossay

Reáchtáil Disciplín na Fraincise laistigh de Scoil na dTeangacha, na Litríochtaí agus na gCultúr in Ollscoil na Gaillimhe ceardlann teanga frithchiníochais a rinne ceiliúradh ar éagsúlachtaí agus cúlraí cultúrtha i ndomhan na Fraincise. Reáchtáladh roinnt imeachtaí i rith an lae lena n-áirítear tráth na gceist, comórtas ealaíne, cur i láthair na ndaltaí féin agus mion-léachtaí arna n-eagrú ag Sylvie Mossay a chuir ar chumas na ndaltaí tuiscint níos fearr a fháil ar thíortha na hAfraice agus ar a n-oidhreacht laistigh den ghrúpa tíortha ina labhraítear Fraincis chomh maith le feasacht a mhúscailt i gcoinne an chiníochais.

Ceannródaíocht: Éagsúlacht agus Cuimsitheacht i bPobail Liteartha agus Foilsitheoireachta na hÉireann

Eagraithe an Tionscadail: An Dr Justin Tonra agus an Dr Lindsay Reid

Thug an ócáid seo aghaidh ar an gceist seo a leanas: cén chaoi ar féidir linn tionscail liteartha agus fhoilsitheoireachta níos cuimsithí a fhorbairt a léiríonn cultúr saibhir agus éagsúil na hÉireann? Sa chéad chuid den imeacht, thug údair ó Breaking Ground Ireland (Ashwin Chahacko agus Mary Watson san áireamh) léamha óna saothar cruthaitheach. Is foilséachán úr é Breaking Ground Ireland a seoladh in 2022 ina dtugtar ardán do scríbhneoirí agus maisitheoirí ó chúlráí mionlaigh eitneacha, idir nua agus seanbhunaithe, lena n-áirítear Taistealaithe na hÉireann. Sa dara cuid den imeacht, thug cainteoirí (Sharmilla Beezmohun ó Speaking Volumes ina measc) aghaidh ar ghnéithe éagsúla den chuimsiú agus den éagsúlacht i dtionscail na litríochta agus na foilsitheoireachta in Éirinn, agus iad ag déanamh tagairt dá dtáithí phearsanta ar abhcóideacht agus ar ghníomhaíochas sa réimse seo. Rinneadh iniúchadh sa dá imeacht ar an staid reatha agus déanfaidh siad moltaí maidir leis na cleachtais is fearr chun cuimsitheacht a fhorbairt sna timpeallachtaí sin.



Ceiliúradh ar éagsúlachtaí agus cúlraí cultúrtha i ndomhan na Fraincise



'Open talk: communication, understanding and compassion'

Eagraithe an Tionscadail: Yao Xie, Xiaojian Zheng, Tianxiang Wang, Andrew Levie

Bhí sé mar aidhm ag an imeacht cumarsáid oscailte, tuiscint agus comhbhá a chur chun cinn i measc daoine ó chúraí éagsúla agus iad siúd a labhraíonn teangacha éagsúla. Chuir an t-imeacht seo roimhe painéal cainteoirí a thabhairt le chéile ar féidir leo a gcuid taithí agus scéalta féin a roinnt faoi mhaireachtáil i dtimpeallacht an dara teanga, agus fóram a chruthú dóibh siúd a bhí i láthair ceisteanna a chur agus a bheith páirteach sa phlé. D'fhéach an t-imeacht freisin le hobair chumann ISLA a chur chun cinn mar aon le misean an chumainn tacú le mic léinn agus comhaltaí foirne a bhfuil an Béarla á úsáid acu mar dhara teanga. Bhí modhanna faisnéise comhchoiteanna in úsáid ag an imeacht, agus tugadh spreagadh dóibh siúd a bhí i láthair cur leis na réitigh phraiticiúla. Fuair an t-imeacht seo tacaíocht ó Oifig na gCumann chomh maith.

'Experience Africa'

Eagraithe an Tionscadail: Thembela Lubimbi agus Gugulethu Vusi Thabethe

Is é cuspóir an tionscadail taithí a thabhairt do dhaoine ar an Afraic agus na scéalta is annaimhe a insítear a insint. Tugadh deis do dhaoine foghlaim faoi thíortha agus cultúir éagsúla na hAfraice agus faoi Afracaigh éagsúla. Léirigh taispeántas gailearaí gnéithe éagsúla, mar shampla na cathracha, na tionscail, an tírdhreach álainn, gnéithe éagsúla den chultúr cosúil le bia agus éadaí, agus fíricí suimiúla faoi thíortha éagsúla na hAfraice. Áiríodh leis an imeacht freisin bia traidisiúnta na hAfraice agus bhí taispeántas ann d'éadaí de dhéanamh na hAfraice idir dhearadh agus ábhar, both ceannbheartaithe, ceol agus bothán gruaige Afracach áit ar fhoghlaim daoine faoi bhréadú, an stair agus an bunús atá aige, mar aon le both do thráth na gceist. Thacaigh Oifig na gCumann leis an imeacht seo freisin.



'Open talk: communication, understanding and compassion'



'Experience Africa'

“Ná tabhair neamhaird ar an gciníochas”

Físeán 'We are One'

Comhdháil Náisiúnta an ÚAO ar Chomhionannas Ciníoch

Bhí Ollscoil na Gaillimhe ina hóstach don chéad Chomhdháil Náisiúnta ar Chomhionannas Ciníoch de chuid an ÚAO Dé Luain, an 20 Márta 2023. Tarraingíodh aird sa chomhdháil seo ar na gnéithe struchtúracha, institiúideacha agus stairiúla den chiníochas a chuaigh i bhfeidhm ar chleachtais san am a caitheadh agus san am i láthair in Institiúidí Ardoideachais agus sna pobail ina bhfuil siad suite. Sheol an ÚAO [Plean Feidhmiúcháin Náisiúnta don Chomhionannas Ciníoch san Ardoideachas](#) i mí Mheán Fómhair 2022 agus tabharfaidh sé seo deis don fhoireann ar fud na hearnála teacht le chéile chun comhionannas ciníoch in earnáil Ardoideachais na hÉireann a phlé agus chun foghlaim faoi dhea-chleachtais in Éirinn agus thar lear. Ba é Uachtarán Ollscoil na Gaillimhe, Ciarán Ó hÓgartaigh, a d'oscail an chomhdháil agus thug an Dr Arun Verma, ar saineolaí é ar chomhionannas ciníoch san Ardoideachas, an príomhthéasc, agus bhí plé painéil ina dhiaidh sin ar Chine agus Frithchiníochas in earnáil Ardoideachais na hÉireann. Sheol an tOllamh Kalpana Shankar (COBÁC) sraith de Phrionsabail Frithchiníochais d'Institiúidí Ardoideachais na hÉireann go hoifigiúil ag an gcomhdháil. Tabharfaidh na Prionsabail aghaidh ar mholtaí sa Tuarascáil faoi Chomhionannas Ciníoch, a iarrann ar cheannaireacht na nInstitiúidí Ardoideachais an comhionannas ciníoch a neadú go réamhghníomhach laistigh de na hinstitiúidí ardoideachais.



Comhdháil Náisiúnta an ÚAO ar Chomhionannas Ciníoch, Ollscoil na Gaillimhe, 20 Márta 2023. Ó chlé: An tOllamh Kalpana Shankar, an tUachtarán Ciarán Ó hÓgartaigh, an Dr Helen Maher, an Dr Arun Verma

Tionscadail an Chiste Feabhsaithe Comhionannais Inscne

Bhronn an tÚdarás um Ard-Oideachas (HEA) maoiniú de €782,755 faoin gCiste Feabhsúcháin Comhionannais Inscne 2022 chun tionscnaimh chomhionannais inscne a chur chun cinn in earnáil ardoideachas na hÉireann.

Bronnadh sé dhámhachtain thar thrí réimse leathana:

- taighde ar thionscnaimh chomhionannais inscne in Éirinn nó tionscnaimh dá leithéidí a chur chun cinn;
- cláir oiliúna a thugann aghaidh go sonrach ar chomhionannas inscne;
- gníomhaíochtaí forbartha acmhainne Athena SWAN.

Bhí Ollscoil na Gaillimhe rathúil mar chomhpháirtí ceannais ar thionscadal a thabharfaidh aghaidh ar an mbearna phá idir na hinscní in ardoideachas na hÉireann agus comhoibreoigh sí le Coláiste Mhuire gan Smál, Coláiste na Tríonóide, Baile Átha Cliath agus Ollscoil Teicneolaíochta na Mumhan ar roinnt tionscnamh trasearnála.

Ag tabhairt aghaidh ar an mBearnna Phá idir na hInscnín in earnáil Ardoideachais na hÉireann (faoi stiúir Cheannasaí EDI, Ollscoil na Gaillimhe)

Is é aidhm an tionscadail seo príomhchúiseanna na bearna pá idir na hinscní a aithint mar aon leis na hidirghabhálacha atá tugtha isteach ag eagraíochtaí ar leibhéal náisiúnta agus idirnáisiúnta chun an bhearna sin a dhúnadh. Ina theannta sin, díreoidh an tionscadal ar uirlis samhaltaithe idirghníomhach a chruthú a úsáidfear chun éifeachtúlacht idirghabhálacha áirithe a thástáil maidir leis an mbearna phá idir na hinscní a laghdú in institiúidí a bhfuil baint acu leis an tionscadal. Scaipfear torthaí an tionscadail i seimineár náisiúnta agus i bpáipéar ina ndéanfar doiciméadú ar phríomhthorthaí an tionscadail agus ina gcuirfear síos ar chur i bhfeidhm an tsamhaltaithe idirghabhála.



Tearmann na scríbhneoirí i gCaisleán Chionn Eitigh, 27 Feabhra 2023

Ag Athrú Comhionannas Inscne agus Cuimsiú san earnáil Ardoideachais in Éirinn – Peirspictíochtaí Comhaimseartha (príomhpháirtí: Coláiste Mhuire Gan Smál)

Is é cuspóir an tionscadail seo leabhar a bheidh curtha in eagar a fhoilsiú ina ndéanfar machnamh, imscrúdú agus anailís ar na claochluithe atá tarlaithe san ardoideachas in Éirinn le déanaí i dtéarmaí iarrachtaí agus gníomhaíochtaí ceannródaíocha chun comhionannas inscne a neadú ar bhealach cuimsitheach agus ilghnéitheach. Áiríodh leis an bhfoilseachán comhoibríoch seo gairm ar chleachtóirí EDI agus ar lucht acadúil in Institiúidí Ardoideachais ar fud Phoblacht na hÉireann caibidlí a chur leis an leabhar. Ina dhiaidh sin réachtáladh dhá thearmann scríbhneoireachta leis na húdair ina raibh ceardlanna stiúrtha. Is deis chomhaimseartha é an tionscadal chun machnamh a dhéanamh ar nádúr an athraithe laistigh de chomhthéacs an ardoideachais in Éirinn agus léiríonn sé cleachtas ceannródaíoch do lucht éisteachta náisiúnta agus idirnáisiúnta.

Equality Charters Symposium Ireland – aiming higher, moving forward together (príomhpháirtí: Coláiste na Tríonóide, Baile Átha Cliath)

Díríodh sa tionscadal ar ghníomhaíochtaí forbartha acmhainní na cairte comhionannais trí shiompóisiam ar an láthair dírithe ar Athena SWAN, a tionóladh i gColáiste na Tríonóide in Aibreán 2023. Ba iad príomhthéamaí an tsiompóisiam ná athspreagadh,

comhroinnt, foghlaim agus athcheangail de réir mar a théann líonra Athena SWAN Ireland i méid agus i gcás go leor Institiúidí Ardoideachais in Éirinn oibriú i dtreo gradaim airgid scoile Cairte agus institiúide. Bhí láithreoirí/cuir i láthair náisiúnta agus idirnáisiúnta mar chuid den siompóisiam.

Fir a spreagadh le comhionannas inscne a fhorbairt – clár píolótach a fhorbairt in Institiúidí Ardoideachais na hÉireann (príomhpháirtí: Ollscoil Teicneolaíochta na Mumhan)

Díríonn an tionscadal seo ar ról na bhfear in obair comhionannais inscne agus ar an bhfírinne nach féidir le mná ag gníomhú astu féin comhionannas inscne a bhaint amach. Is é aidhm an tionscadail seo ná sainchlár a chruthú d'Institiúidí Ardoideachais na hÉireann chun feasacht a mhéadú i measc na bhfear go bhfuil ról tábhachtach acu agus go bhfuil gá lena rannpháirtíocht chun comhionannas inscne a bhaint amach. Tabharfaidh an clár na huirlisí is gá d'fhir chun a rannpháirtíocht le comhionannas inscne a dhoimhniú.

Ceardlann ‘Siúlóid Trasnachais’

Reáchtáil OVPEDI ceardlann ‘An tSiúlóid Trasnachais’ ar an gcampas an 4 Bealtaine chun taithí a fháil go díreach ar bhonn píolótach ar conas is féidir le dearcadh trasnachais cur le cuimsiú daoine éagsúla agus le feidhmíocht eagraíochtaí. Is gníomhaíocht thumtha í an tSiúlóid Trasnachais a thugann deis don rannpháirtí an t-ionad oibre a fheiceáil ó pheirspictíocht eile agus breathnú ar an gcaoi ar féidir leo cur ar chumas daoine cur lena gcuid buncháilíochtaí agus lena mbuanna. Cuireann Ceardlann na Siúlóide Trasnachais ar chumas daoine iad féin a chur i mbróga duine eile agus taithí a fháil ar an ionad oibre ó pheirspictíocht eile. Tá sé deartha chun cabhrú le tuiscint níos fearr a chruthú ar an gcaoi ar féidir le bacainní beaga carnadh agus cur le míbhuntáistí. Chuidigh an cheardlann phraiticiúil seo le hathruithe beaga a phiocadh amach a gheobhadh réidh le bacainní sa chóras agus sa struchtúr, rud a dhéanfadh difríocht mhór i gcumas daoine a gcuid buanna iomlána a bhaint amach agus, mar thoradh air sin, taithí a fháil ar chuimsiú agus muintearas i ndáiríre.

D'fhorbair an Dr Cate Thomas, Ollscoil Charles Sturt, New South Wales agus a cuid comhghleacaithe an tSiúlóid mar chur chuige oideachais chun trasnachas a fhorbairt ó theoiric go cleachtas. Cuireann an tSiúlóid daoine aonair, ag baint úsáid as samplaí, i mbróga daoine eile a bhfuil tréithe aitheantais difriúla acu agus a d'fhéadfadh a bheith leochaileach. Tugann sé seo dúshlán do na rannpháirtithe breathnú taobh amuigh dá léargas féin agus a smaointeoireacht agus loighic na héagsúlachta agus an chuimsithe a leathnú.

Mar chleachtadh, cuireann an tSiúlóid léiriú praiticiúil ar fáil ar an éifeacht mhór a bhíonn ag fachtóirí éagsúla aitheantais a d'fhéadfadh daoine a chur faoi mhíbhuntáiste san ionad oibre. Is gníomhaíocht í atá bunaithe ar ghníomh a léiríonn an chaoi a mbíonn tionchar ag trasnachas ar rannpháirtíocht duine ag an obair, agus ar an gcaoi ar féidir le haithint agus maolú bacainní struchtúracha é sin a athrú. Tá comhpháirt oideachais ann freisin d'aon ghnó maidir le conas athrú mór struchtúracha a bhaint amach – trí chuimsiú.

Dráma maidir le Toiliú Gníomhach*

'The Kinds of Sex You Might Have at College'

Is comhpháirtíocht fhadtéarmach é 'The Kinds of Sex You Might Have at College' ina bhfuil foireann acadúil ón Drámaíocht agus Amharclannaíocht agus ón tSíceolaíocht in Ollscoil na Gaillimhe le tacaíocht ó mhic léinn agus alumni a oibríonn go gairmiúil sna tionscail chruthaitheacha páirteach. Déanann an dráma trácht ar ábhair éagsúla a bhaineann le gnéas agus toiliú, lena n-áirítear féiniúlacht inscne, nochtadh, conas plé le mí-iompar gnéis laistigh de ghrúpa cairde, nádúr neamhlíneach an leighis ó thráma, agus mí-úsáid ghnéasach íomhá-bhunaithe. Forbraíodh na topaicí agus na radhairc atá clúdaithe sa dráma mar fhreagra ar shonraí taighde maidir le Toiliú Gníomhach* ar eispéiris ghnéis daoine óga, agus ar eispéiris foréigin agus ciaptha gnéis.

Cóiríodh dráma an choláiste ansin do lucht féachana meánscoile go luath i mí Dheireadh Fómhair 2022 agus cuireadh How I Learned About Consent ar siúl ar feadh dhá lá ar bhonn píolótach in Ollscoil na Gaillimhe do 4 scoil. Tugadh faoi deara go bhfuil athruithe suntasacha tagtha ar an dearcadh toilithe sa leagan píolótach agus thuairiscigh múinteoirí go raibh an seó oiriúnach agus úsáideach dá ndaltaí. Tugann an dráma deis don lucht féachana imeachtaí a fheiceáil; agus féachaint cad is féidir a dhéanamh chun suíomh féideartha gnéis a fheabhsú agus féachaint cén chuma atá ar thoiliú agus neamhthoiliú.

Bhraith formhór na mac léinn a d'fhéach ar an dráma, ar an meánscoil agus ar an tríú leibhéal araon, go raibh rud éigin foghlamtha acu faoi thoiliú/foréigean nó ciapadh gnéis, agus go ndeachaigh siad i ngleic leis na gnéithe ar an stáitse (bhí an aisteoireacht, scríbhneoireacht, stíleanna léirithe agus teachtaireachtaí go mór i gceist).

"Bhí gach carachtar níos daonna. Chuaigh an radharc deiridh ag plé le toiliú dearfach i gcion go mór orm mar is dóigh liom go ndírítear go leor ar thoiliú diúltach agus ar an méid a théann mícheart."

aiseolas mac léinn

Ó chlé MJ Devlin
Larsen, Gavin Friel,
Ailish McDonagh,
Ikenna Anyabuike



Seaimpíní Éagsúlachta Choláiste an Ghnó, an Bheartais Phoiblí agus an Dlí

Chun imeascadh, cuimsiú, éascú, agus glacadh le héagsúlacht na mac léinn in CBPPL, thionóil an Leas-Déan EDI foireann de 22 mac léinn ó fud fad an Choláiste (iarchéimithe idirnáisiúnta den chuid is mó) mar Sheaimpíní Éagsúlachta.

Le beagán maoinithe ó chiste tionscadail EDI, chuir na Seaimpíní Éagsúlachta bailiúchán d'íomhánna agus físeán rólghlactha le chéile dar teideal **'Wondrous Diversity'** inar chuir roinnt de na Seaimpíní Éagsúlachta in iúl na fóireispéiris ciníochais a d'fhulaing roinnt dár gcuid mac léinn le haird a tharraingt orthu le linn Sheachtain Frithchiníochais Nelson Mandela. Tá dhá theachtairacht shimplí san fhíseán: 'Ná dún do shúile ar an gciníochas' agus 'Is aon chine daonna amháin sinn'. Fuair ceannairí an dá thionscadal seo, Suvankar Roy agus Mohanjit Kaur, Teastas Buíochais ón Leas-Uachtarán EDI, an Dr Helen Maher, agus litir bhuíochais ón Uachtarán.



Imeachtaí Idirchultúrtha Choláiste na hEolaíochta agus na hInnealtóireachta

Reáchtáil Coláiste na hEolaíochta agus na hInnealtóireachta dhá imeacht Idirchultúrtha an 20 Aibreán 2023 san Aula Maxima.

Is féile ealaíne bheag a bhí sna himeachtaí mar gheall ar ár ndaonnacht choiteann agus úsáideann sé *Depositions* de chuid Anton Floyd – leabhar dánta bunaithe ar ghéarchéim dhomhanda na ndéanaithe agus ar dhíláithriú an daonra. Bhí ceol beo ann ón amhránaí-scribhneoir Michael O'Donovan, *The Lost Gecko*, an scannán *From Tehran to Galway*, gearrscannán faisnéise a léirigh Ollscoil na Gaillimhe faoi scéal dídeanaithe an Ollaimh Afshin Samali, chomh maith le scannáin filíochta agus damhsa chomh maith le léamh filíochta ón mbailiúchán.

Bhí an t-imeacht am lóin ar siúl ó 1pm–2pm áit ar chuir Uachtarán Ollscoil na Gaillimhe, an tOllamh Ó hÓgartaigh tús leis an imeacht. Chuir an file as Gaillimh, Mary O'Malley, an cnuasach i láthair le linn na hócáide a bhí ar siúl idir 7pm–9pm agus is í an Dr Helen Maher a chuir tús leis an ócáid.

Cuireadh aon bhrabús as díolacháin *Depositions* i dtreo UNCHR – Éire, gníomhaireacht na Náisiún Aontaithe le haghaidh dídeanaithe.

An Podchraoladh Alternative Eye

Choimisiúnaigh Coláiste na nDán, na nEolaíochtaí Sóisialta agus an Léinn Cheiltigh an dara sraith podchraoltaí faoin éagsúlacht leis an léiritheoir fuaime a bhfuil gradaim bainte amach aici, Orla Higgins. Tar éis sraith fhíolótach rathúil in 2022, seoladh sraith nua Alternative Eye in 2023 agus bhí sé ar siúl i rith mhí an Mhárta, ag an am céanna le hobair na hOllscoile ar Chreat do Chomhionannas Ciníochas a fhorbairt. Craoladh na 5 phodchraoladh, a dhírigh ar théama an chiníochais, ar Flirt FM. Tá sé i gceist go bhféadfaí ábhar fuaime ardchaighdeán dá leithéid a úsáid chun críocha teagaisc. Is féidir teacht ar gach eagrán ag <https://flirtfm.ie/articles/alternative-eye/> nó ar ardáin éagsúla podchraoltaí.



Tionscadal Foghlama Seirbhíse chun Imircigh agus Dídeanaithe a Chuimsiú

Tionscadal Foghlama Seirbhíse chun Imircigh agus Dídeanaithe a Chuimsiú Trí mhaoiniú Erasmus a bronnadh ar CKI, tá an Leas-Uachtarán don Rannpháirtíocht, an Dr Paul Dodd, agus an Leas-Uachtarán EDI, an Dr Helen Maher, araon ag comhoibriú chun comhpháirtíocht ollscoile-phobail a sholáthar ar mhaithe le clár acadúla d'imircigh agus dídeanaithe chun iad a chur san áireamh sa churaclam trí mhodheolaíochtaí foghlama pobalbhunaithe, nó oideolaíocht foghlama seirbhíse. Tá Ollscoil na Gaillimhe i gcomhpháirtíocht le hOllscoil Verona, Ollscoil Santiago de Compostela, agus eagraíochtaí neamhbhrabúis [ACCEM](#) agus Glocal Factory chun guthanna agus eispéiris na bpobal nua a thabhairt isteach sa seomra ranga agus ag an am céanna tacú le mic léinn dul i ngleic go díreach le heagraíochtaí a thugann aghaidh ar fhriithchiníochas, idirchultúrachas agus comhghuaillíocht. Rachaidh mic léinn i mbun tionscadail phraiticiúla i modúil tríd an Ród seo Romhat agus tá gearrchúrsa oiliúna déanta ag an bhfoireann le hionchur ón Ollscoil Tearmainn, Cúinne na Cruthaitheachta, GOCOM Radio agus Campus Engage. Cuirfear fáilte roimh na comhpháirtithe chuig Ollscoil na Gaillimhe an 8 Samhain chun comhoibriú le heagraíochtaí neamhbhrabúis chun a chinntiú go dtugann oideolaíocht ardoideachais aghaidh ar fhíor-riachtanais shocháíochas na bpobal nua. Chun tuilleadh a fhoghlaim tabhair cuairt ar: www.service-learning-m.eu



Service-Learning
Migrants/Refugees

EDI de chuid Choláiste na nDán, na nEolaíochtaí Sóisialta & an Léinn Cheiltigh (CASSCS) i Seimineár Taighde

Rinneadh áisitheoireacht in CASSCS ar sheimineár rathúil ar thaighde EDI in Institiúid de Móra Dé hAoine, an 3 Márta 2023. Tháinig an t-imeacht seo le haidhm straitéiseach an Choláiste 'an fhoireann a spreagadh chun cur chuige EDI i dtaighde a iniúchadh agus tionscadail ar leith a bhaineann le EDI a fhorbairt'. Chuir comhghleacaithe atá ag forbairt téamaí a bhaineann le EDI nó a úsáideann prionsabail EDI chun a gcuid taighde a threorú a gcuid oibre i láthair ag an

seimineár. I measc na dtéamaí a clúdaíodh bhí tomhas éifeachtacht na ngníomh EDI, oideachas, inscne, rannpháirtíocht a leathnú, suíomhacht, modheolaíocht, an óige agus leanaí, imirce agus teanga. Leag an seimineár béim ar an tábhacht a bhaineann le EDI sa taighde atá á reáchtáil cheana féin ar fud an Choláiste agus an gá atá le spás rialta chun é a roinnt agus a phlé. Táthar ag súil imeachtaí den chineál céanna a reáchtáil gach seimeastar as seo amach.

Spríoc 4:

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





Creat agus Plean Gnímh do Chomhionannas Ciníochas 2023-2027

Faoi choimirce Oifig an Leas-Uachtaráin Comhionannais, Éagsúlachta agus Cuimsithe, rinne an Coiste do Chomhionannas Ciníochas, faoi chathaoirleacht Owen Ward, Bainisteoir Cláir EDI do Chomhionannas Ciníochas, maoirsiú ar fhorbairt Chreat agus Plean Gnímh do Chomhionannas Ciníochas Ollscoil na Gaillimhe (2023 – 2027) le linn na bliana acadúla 2022/23.

Is é an Creat agus Plean Gnímh seo do Chomhionannas Ciníochas cur chuige comhordaithe Ollscoil na Gaillimhe chun deireadh a chur le ciníochas de gach cineál san ollscoil. Áirítear leis seo frith-Sheimíteachas, islamafóibe, ciníochas a mbíonn tionchar aige ar dhaoine de bhunadh Afracach, ar Áisigh, ar Thaistealaithe Éireannacha agus ar Romaigh, chomh maith le himircigh, teifigh agus lucht iarrtha tearmainn.

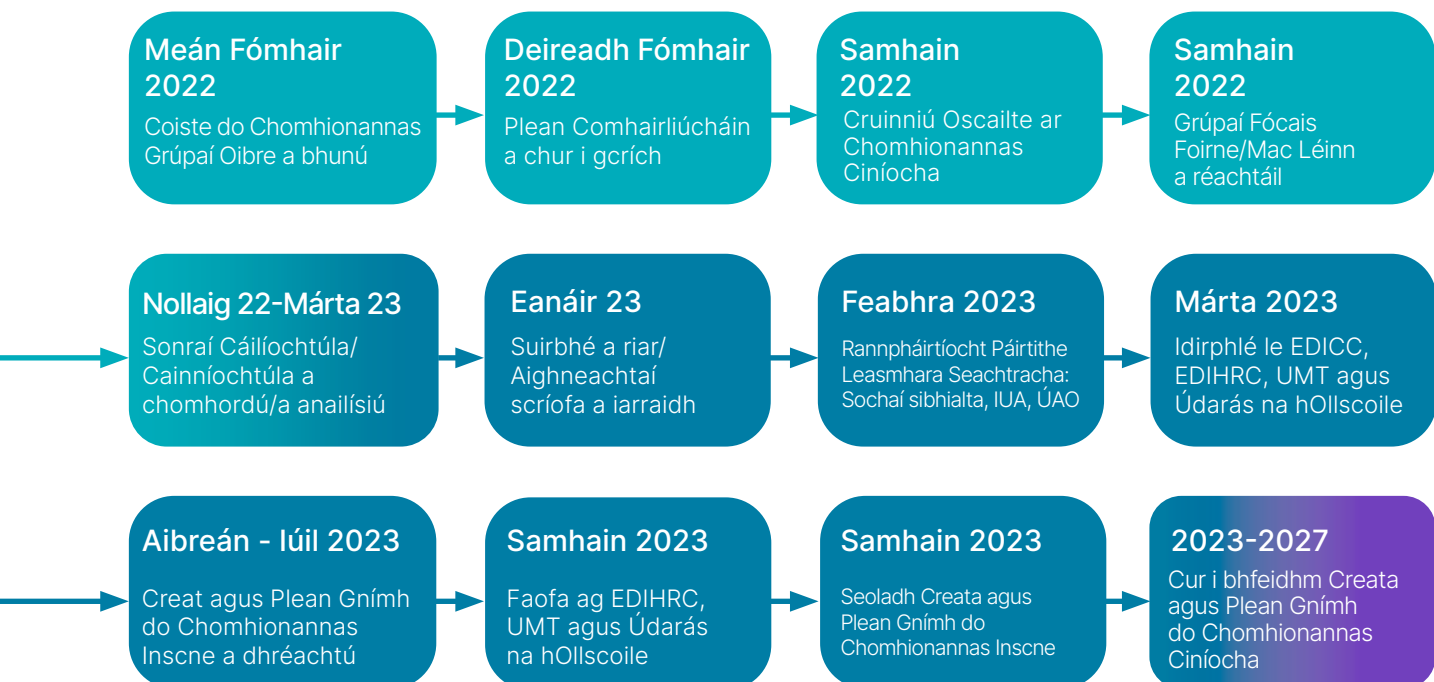
Dearadh é mar fhreagra ar eispéiris dhoiciméadaithe comhaltaí foirne agus mac léinn ar de bhunadh mionlaigh eitnigh iad, agus cuirfead i gcrích é trí phróiseas comhairliúcháin agus tiomsaithe sonraí téagartha agus ilghnéitheach. Ina theannta sin, tá ionchur ann ag [glaoh na Náisiún Aontaithe ar ghníomh domhanda chun deireadh a chur leis an gciníochas, Aontas an Chomhionannais: Plean Gnímh an Aontais maidir le Frithchiníochas 2020-2025, Plean Gnímh Náisiúnta na hÉireann i gcoinne an Chiníochais,](#)

[Dualgas na hEarnála Poiblí i leith Comhionannais agus Chearta an Duine, Acht an Údaráis um Ard-Oideachas, 2022](#) agus [Tuarascáil Chomhairle na Mac Léinn Idirnáisiúnta i gCoinne an Chiníochais.](#)

Chomh maith leis sin, tá ionchur ag an Údarás um Ard-Oideachas trína Thuarascáil ar Chomhionannas Ciníochas san Earnáil Ardoideachais, [Plean Feidhmithe don Chomhionannas Ciníochas 2022 - 2024](#) agus [Prionsabail Frithchiníochais d'Institiúidí Ardoideachais na hÉireann.](#)

Tugann an Creat do Chomhionannas Ciníochas agus Plean Gnímh d'Ollscoil na Gaillimhe treo soiléir chun na spriocanna comhionannais ciníochas atá leagtha amach i [bhFís agus Straitéis na hOllscoile 2020 - 2025](#) agus i [Straitéis na hOllscoile don Chomhionannas, Éagsúlacht agus Cuimsiú 2020 - 2025](#) a chomhlíonadh. Tá na luachanna Meas, Oscailteacht, Inbhuanaitheacht agus Barr Feabhais mar bhonn agus mar thaca aige, agus ag an am céanna tá sé fréamhaithe i dtiomantas do chearta an duine, don daonlathas, agus do riail an dlí agus tugtar aitheantas chomh maith do dhualgais Ollscoil na Gaillimhe maidir le cearta daonna a urramú agus a chosaint. Seolfar an Creat agus an Plean Gnímh do Chomhionannas Ciníochas go hoifigiúil i mí na Samhna 2023.

Léarscáil Chomhairleach don Chreat agus Plean Gnímh do Chomhionannas Ciníochas



Foréigean Gnéis agus Ciapadh Gnéis a Chosc agus Freagairt dóibh

An Coiste d'Fhoréigean Gnéis agus Ciapadh Gnéis a Chosc agus Freagairt dóibh

Tá an Coiste d'Fhoréigean Gnéis agus Ciapadh Gnéis a Chosc agus Freagairt dóibh fós dírithe ar chur i bhfeidhm an [Chreata chun Deireadh a chur le Foréigean Gnéis agus Ciapadh Gnéis in Institiúidí Ardoideachais na hÉireann](#), chomh maith le béim níos leithne ar fhoréigean gnéis agus ar chiapadh a chosc agus a fhreagairt.

Cuireadh an tuarascáil bhliantúil ar chur i bhfeidhm an Chreata faoi bhráid an ÚAO i mí Eanáir. Bhí cur síos ann ar an dul chun cinn go dtí seo maidir leis na gníomhartha atá leagtha amach i bPlean Gnímh an Chreata d'Fhoréigean Gnéis agus Ciapadh Gnéis (ESVH) de chuid Ollscoil na Gaillimhe. Baineann gníomhartha sonracha le cur i bhfeidhm polasaithe, meicníochtaí chun foireann agus mic léinn a thuirisciú agus tacú leo, feasacht, oideachas agus oiliúint.

Comhordaitheoir maidir le Foréigean Gnéis agus Ciapadh Gnéis a Chosc agus Freagairt dóibh

Thosaigh an Comhordaitheoir maidir le Foréigean Gnéis agus Ciapadh Gnéis a Chosc agus Freagairt dóibh i mí Feabhra 2023. Is é príomhfhócas reatha an ról seo ná plean feabhsaithe oideachais agus oiliúna cuimsitheach a fhorbairt chun díriú ar mhéadú feasachta i gcomhthéacsanna éagsúla, ag tógáil ar an obair atá déanta faoi choimirce an Phlean Feidhmiúcháin ESVH institiúidigh. Áireoidh sé seo forbairt acmhainní agus feachtais ardaithe feasachta.

Tá an plean gnímh institiúideach á thabhairt cothrom le dáta faoi láthair ag Rebecca chun dul chun cinn leanúnach faoi gach ceann de na gníomhartha sonracha a léiriú. Áiríonn an próiseas seo ciall a bhaint as cuid de na gníomhartha chun dúbailt oibre a laghdú agus comhtháthú a fheabhsú sa phlean agus réimsí a aithint le haghaidh tuilleadh forbartha.

Speisialtóir Forbartha Polasaí

Thosaigh an Speisialtóir Polasaí dírithe ar Fhoréigean Gnéis agus Ciapadh Gnéis a Chosc agus Freagairt dóibh i mBealtaine 2023. Déanfaidh an Speisialtóir athbhreithniú agus anailís chuimsitheach ar an mbonneagar polasaí atá i bhfeidhm don fhoireann agus do na mic léinn araon. Áireoidh sé seo comhairliúcháin fairsing le páirtithe leasmhara inmheánacha agus seachtracha chun athbhreithniú suntasach a dhéanamh ar pholasaithe agus ar nósanna imeachta.

Straitéis le Gníomhú: Ag cur Deireadh le Foréigean Gnéis agus Ciapadh Gnéis in Institiúidí Ardoideachais

Reáchtáil Ionad Barr Feabhais an ÚAO don Chomhionannas, Éagsúlacht agus Cuimsiú comhdháil aon lae 'Evidence to Action: Ending Sexual Violence and Harassment in Higher Education Institutions' an 8 Nollaig 2022. Léiríodh ag an gcomhdháil seo an fhianaise is déanaí agus an dea-chleachtas leanúnach ar fud na hearnála, roinneadh an fhoghlaim agus pléadh tosaíochtaí agus cineálacha cur chuige don todhchaí i gcomhthéacs thorthaí suirbhéanna a rinneadh le déanaí agus seoladh 'Plean Feidhmiúcháin Ag cur Deireadh le Foréigean Gnéis agus Ciapadh Gnéis in Institiúidí Ardoideachais, 2022-2024'.



Ó chlé: An Dr Helen Maher, Gemma MacNally, Aoife Cooke, Ailish McDonagh, Gavin Friel, MJ Devlin Larsen, Rebecca Connolly, James McCormack, an Dr Pádraig MacNeela.

Plean Feidhmiúcháin Ag cur Deireadh le Foréigean Gnéis agus Ciapadh Gnéis in Institiúidí Ardoideachais, 2022-2024

Forbraíodh an 'Plean Feidhmiúcháin Ag cur Deireadh le Foréigean Gnéis agus Ciapadh Gnéis in Institiúidí Ardoideachais, 2022-2024' mar fhreagra ar thuarascálacha an tSuirbhé Náisiúnta ar Fhoréigean Gnéis agus Ciapadh Gnéis san Ardoideachas' fad a bhaineann sé le mic léinn agus comhaltaí foirne, seolta i mí Dheireadh Fómhair 2022 (ar fáil [anseo](#)).

I dtreo Cur Chuige Neamhfhulaingthe: Treoir Dea-Chleachtais

Sheol an tAire Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta agus an tAire Dlí agus Cirt, Simon Harris TD, 'I dtreo Cur Chuige Neamhfhulaingthe: Treoir Dea-Chleachtais' i mí Aibreáin 2023. Tugann an Treoir Dea-Chleachtais comhairle shonrach maidir leis na moltaí éagsúla i gCreat 2019 a chur i bhfeidhm 'Slán, Measúil, Tacúil agus Dearfach – Ag cur Deireadh le Foréigean agus Ciapadh Gnéisach in Institiúidí Ardoideachais na hÉireann'. Tá sé bunaithe ar chomhairliúchán fairsing leis an gCoiste Comhairleach Náisiúnta (NAC), fóram fíor-nuálach, faoi stiúir Chomhairle Náisiúnta na mBan, a thugann le chéile HEIS, seirbhísí foréigin gnéis, an tÚdarás um Ard-Oideachas, An Garda Síochána, eagraíochtaí ban agus mac léinn agus comhlachtaí speisialtóireachta.

"Tá an fhoireann agus na mic léinn i dteideal timpeallacht shábháilte chun staidéar a dhéanamh agus chun oibre, saor ó chiapadh nó foréigean. Tá freagracht ar leith orthu siúd atá freagrach as oideachas a chur ar an gcéad ghlúin eile as a chinntiú go bhfuil a gcuid mac léinn agus a bhfoireann in ann an t-athrú a chur i bhfeidhm is gá ó shochar nach nglacfaidh le foréigean agus ciapadh gnéis." (An tAire Simon Harris)



Ó chlé: Kate Tierney, Aoife Grimes, Grace McGee, Kathy Heavey, Rebecca Connolly

We-Consent

I mí an Mhárta 2023, sheol Ionad Géarchéime um Éigniú Bhaile Átha Cliath (DRCC), in éineacht leis an Aire Dlí agus Cirt, Simon Harris TD, agus Community Foundation Ireland We-Consent, feachtas náisiúnta chun eolas, oideachas agus teagmháil a dhéanamh le gach ball de shochar na hÉireann maidir le toiliú. Spreagfaidh an feachtas tuilleadh plé bríomhar oscailte faoi ghnéas agus caidrimh agus cuirfidh sé leis an tuiscint ar thoiliú.



Seoladh an chlár 'We-Consent' de chuid an Ionaid Éigeandála um Éigniú Bhaile Átha Cliath, 22 Márta 2023, Cearnóg Mhuirfean, Baile Átha Cliath

Speak Out

Is ardán tuairiscithe anaitnid ar líne é Speak Out don fhoireann agus do mhic léinn chun buláíocht, cibearbhulaíocht, ciapadh, leithcheal, fuathchoireacht, iompar/rialú comhéigeantach, stalcaireacht, ionsaí, gnéaschiapadh, ionsaí gnéis nó éigniú a chur in iúl.

Is príomhspríoc é Speak Out i bPlean Gnímh d'Fhoréigean Gnéis agus Ciapadh Gnéis de chuid Ollscoil na Gaillimhe a chuirfidh ar chumas na hOllscoile sonraí a bhailiú agus cuidiú le cur i bhfeidhm tionscnamh oideachais agus polasaí, agus daoine a threorú chuig seirbhísí tacáíochta agus cabhrach.

Rinneadh meastóireacht náisiúnta ar Speak Out i mBealtaine 2023 agus seolfar tuarascáil in 2023.



Is ardán tuairiscithe anaitnid ar líne é Speak Out don fhoireann agus do mhic léinn chun Buláíocht, Cibearbhulaíocht, Ciapadh, Leithcheal, Fuathchoireacht, Iompar/Rialú Comhéigeantach, Stalcaireacht, Ionsaí, Gnéaschiapadh, Ionsaí Gnéis nó Éigniú a chur in iúl.

[UNIGALWAY.SPEAKOUT.IE](https://unigalway.speakout.ie)

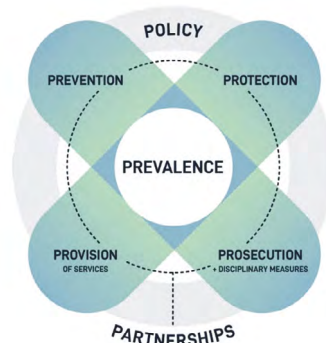
Tá Speak Out ar fáil ag unigalway.speakout.ie

UniSAFE

Tá Ollscoil na Gaillimhe rannpháirteach i dtionscadal UniSAFE, ar tionscadal AE trí bliana é chun fianaise intomhaiste a sholáthar ar a choitianta atá foréigean ar bhonn inscne in ollscoileanna agus in eagraíochtaí taighde. Tá an tionscadal UniSAFE sa dara céim anois agus an bhéim ar oiliúint agus forbairt acmhainne, mapáil polasaí, moltaí polasaí agus torthaí taighde. Áirítear ar na haschuir go dtí seo sraith uirlisí mar shampla [Treoir d'Fheachtais Ardaithe Feasachta](#) agus [Treoir maidir le Creat Polasaí a Fhorbairt](#). Aschur suntasach ón tionscadal is ea an Múnla 7P is é sin cur chuige iomlánaíoch chun dul i ngleic le foréigean ar bhonn inscne in Eagraíochtaí Taighde.



UniSAFE
ENDING GENDER-BASED VIOLENCE



Oiliúint Túsphointe Teagmhála

Tá oiliúint Túsphointe Teagmhála curtha ar fáil anois ag Seirbhís Comhairleoireachta na Mac Léinn in Ollscoil na Gaillimhe agus ag Ionad Géarchéime um Éigníú na Gaillimhe le tacaíocht ón gComhordaitheoir maidir le Foréigean Gnéis agus Ciapadh Gnéis a Chosc agus Freagairt dóibh d'ocht ngrúpa foirne agus mac léinn i bpoist freagrachta. Tá an oiliúint bunaithe ar thráma agus is éard atá i gceist leis ceithre sheisiún a dhíríonn ar chomhaltáí foirne agus ar mhic léinn a thraenáil trí scileanna cumarsáide agus idirphearsanta a thabhairt dóibh a bheidh ag teastáil chun an tacaíocht tosaigh a thabhairt do dhuine a bhfuil foréigean gnéis nó ciapadh gnéis fulaingthe aige nó aici agus chun é nó í a threorú chuig na seirbhísí cuí.

Mothaíonn an té a bhfuil oiliúint orthu níos mó muiníne ag treorú daoine chuig tacaíochtaí gairmiúla cuí más rud é go mbíonn comhrá tacúil acu ar dtús le duine atá buailte ag foréigean gnéis nó ciapadh gnéis, agus beidh siad mar chuid de líonra leanúnach daoine i bpobal na hollscoile den mheon céanna a bhfuil na luachanna céanna measa agus tacaíochta acu.

Fuarthas maoiniú ó thairiscint IRC New Foundations chun oiliúint Túsphointe Teagmhála a mheas, tar éis togra a fháil ó Thoiliú* Gníomhach agus Ionad Éigeandála um Éigníú na Gaillimhe. Tá aiseolas thar a bheith dearfach faighte faoin oiliúint ó na rannpháirtithe go dtí seo, agus is gné an-lárnach í d'acmhainneacht a fhorbairt ar mhaithe le tacaíochtaí tráma-bhunaithe laistigh den ollscoil.



Rannpháirtithe Oiliúna Túsphointe Teagmhála

“Bhain mé an-taitneamh as an oiliúint; cruthaíodh timpeallacht thacúil eolasach ón tús. Thaitin sé go háirithe liom gur cleachtóirí iad na hoiliúnóirí agus go bhféadfadh siad eispéiris roimhe seo a roinnt. Tá an oiliúint seo riachtanach don fhoireann agus do na mic léinn go léir – go háirithe bainisteoirí agus iad siúd i bpoist a bhfuil tionchar acu”

Rannpháirtí Túsphointe Teagmhála 2022.

Toiliú, Foréigean Gnéis agus Ciapadh Gnéis: Modúl FGL i gCleachtadh & Scileanna Cleachtóra

Chuir an tríú agus an ceathrú cohórt rannpháirtithe an clár Toilithe Ghníomhaigh* i gcrích in 2023. I measc an lucht tacaíochta, bhí an tIonad Géarchéime um Éigniú na Gaillimhe agus an Comhordaitheoir maidir le Foréigean Gnéis agus Ciapadh Gnéis a Chosc agus Freagairt dóibh.

Tacaíonn an modúl le daoine a bhfuil baint acu le clár agus tionscnaimh a bhaineann le toiliú, foréigean gnéis agus ciapadh gnéis a chur i bhfeidhm. Ag tarraingt ar shamplaí a bhaineann leis an gCreat Toilithe ('Slán, Measúil, Tacúil & Dearfach: Deireadh a chur le Foréigean Gnéis & Ciapadh Gnéis in Institiúidí Ardoideachais na Éireann') atá á chur chun cinn ag an Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta, ag obair le hiarbhunscoileanna, agus suíomhanna pobail eile.

Tacaíonn an modúl le cleachtóirí, taighdeoirí, agus tacadóirí a bhfuil spéis acu sna réimsí seo chun a gcur chuige maidir le toiliú, foréigean gnéis agus ciapadh gnéis a fhorbairt tuilleadh – trí mhachnamh a dhéanamh ar chultúr eagraíochtúil agus aghaidh a thabhairt air, ag smaoineamh go criticiúil ar struchtúir agus ar phróisis institiúideacha, agus trí thionscnaimh spriocdhírthe.



Rannpháirtithe ar an Modúl FGL i gCleachtadh & Scileanna Cleachtóra: Toiliú, Foréigean Gnéis agus Ciapadh Gnéis.

Oiliúint, Oideachas agus Méadú Feasachta

Reáchtáil an Oifig EDI seimineár polasaí agus cleachtais i gcomhar leis an gclár Toilithe* Ghníomhaigh an 16 Meitheamh le Clarissa J. DiSantis Humphreys, Bainisteoir maidir le Mí-iompar Gnéis a Chosc agus Freagairt dó sa Stiúrthóireacht Tacaíochta agus Folláine Mac Léinn in Ollscoil Durham.

Chuir Clarissa treoir phraiticiúil i láthair maidir le conas aghaidh a thabhairt ar fhoréigean gnéis agus ar fhoirmeacha gaolmhara foréigean inscne-bhunaithe i suíomh ardoideachais, ag baint úsáid as cur chuige cuimsitheach ar fud na hinstiúide. Bhí an modh eiticíúil bunaithe ar thráma agus ar an marthanóir agus ag an am céanna bhí sé trasnach agus bhí cuntasacht lucht déanta na coire ag teastáil.

"Ba cheart go mbeadh cinntiú gur féidir le mic léinn agus le fostaithe rochtain a fháil ar a gcuid oideachais agus a n-ionad oibre saor ó eagla nó ó eispéireas an chialtha agus an fhoréigin i gcroílár gach a ndéanaimid"

Clarissa J. DiSantis



Ar chúil, ó chlé: An Dr Laura Loftus, Aoife Cooke, an Dr Siobhán O'Higgins, Niamh Kavanagh, Owen Ward, an Dr Helen Maher. Chun tosaigh, ó chlé: An Dr Pádraig MacNeela, an tUachtarán Ciarán Ó hÓgartaigh, an Dr Charlotte McIvor, Niamh Gallagher, Margaret Forde, Rebecca Connolly

Ollscoil Tearmainn

Chuir Clár Scoláireachta na nOllscoileanna Tearmainn (UoS) fáilte roimh naonúr mac léinn nua chuig an Ollscoil don bhliain acadúil 2022/23. Tá an Clár ina cheathrú bliain faoi láthair, agus tá sé oscailte d'arratasóirí ar Chosaint Idirnáisiúnta, do dhéanaithe, do ghrúpaí inimirceacha leochaileacha agus do Thaistealaithe na hÉireann. I gcomhar le ceithre Choláiste na hOllscoile, tá fáilte curtha ag an gClár roimh 38 mac léinn ó 20 tír éagsúil chuig an Ollscoil go dtí seo, agus chun tacú leis an gcohort seo ar a n-aistear oideachasúil déantar iad a phéireáil le meantóirí tacaíochta agus acadúla araon. Cuirtear oiliúint shaincheaptha a forbraíodh i gcomhar le Spirasi, Foróige, agus Gluaiseacht Thaistealaithe na Gaillimhe (GTM) ar mheantóirí na hOllscoile Tearmainn. Bíonn meantóirí nua ag teastáil ón gClár i gcónaí, agus is bealach iontach é d'fhoireann na hOllscoile caidrimh fhiúntacha a fhorbairt le roinnt de na mic léinn is díchumhachtaithe a mbíonn orthu déileáil le leithcheal ina saol laethúil. Is féidir le comhaltaí foirne cur síos ar an ról meantóireachta a fheiceáil agus spéis a léiriú maidir le bheith ina meantóir ag www.universityofgalway.ie/sanctuary/scholarships. I mbliana, thug an Clár tacaíocht freisin do Chlár Passworld an AE, ag soláthar stipinne agus tacaíocht mheantóra don mhac léinn atá ag teacht isteach.

Tá Clár na Scoileanna Tearmainn ag dul ó neart go neart, tar éis ócáid eolais a reáchtáladh san Institiúid Cúrsa Saoil & Sochaí (ILAS) i mí na Samhna 2022. Spreag an t-imeacht bunscoileanna agus iar-bhunscoileanna sa réigiún le tabhairt faoina n-aistear Tearmainn, agus d'fhreastail go leor ionadaithe ó roinnt scoileanna air. Tar éis na hócáide, ghlac Iar-Bhunscoil na Gaillimhe Ag Foghlaim le Chéile agus Coláiste

Sancta Maria i gCluain Cearbán, Co. Mhaigh Eo páirt sa líonra agus rinneadh Scoil Tearmainn as Coláiste Nathy i mBealach an Doirín tar éis cuairt mhonatóireachta ó fhoireann ambasadóirí Tearmainn na Gaillimhe i mí Bealtaine. Reáchtáil Scoil Tearmainn Chathair na Gaillimhe, Scoil Bhríde, ócáid chun Sheachtain na Rothar a cheiliúradh i gcomhar leis an Meitheal Rothar i mí Bealtaine. Spreag an cheardlann na daltaí lena gcuid rothar a thabhairt amach agus go ndeiseofaí iad saor in aisce. Ar feadh Sheachtain na nDéanaithe i mbliana, tabharfaidh Ambasadóirí Tearmainn na Gaillimhe cuairt ar SN an Chladaigh agus ar SN Chionn Damh i Maigh Eo chun a dturas oideachais a phlé leis na daltaí. Chun páirt a ghlacadh i gClár na Scoileanna Tearmainn, is féidir ríomhphost a chur chuig sanctuary@universityofgalway.ie.

Taobh amuigh den réimse oideachais, tá an Ollscoil Tearmainn ag cur le Straitéis Idirchultúrtha Chathair na Gaillimhe, agus bhí sí ar cheann de bhunaitheoirí Ghrúpa Pobail na Gaillimhe i gCoinne an Chiníochais agus an Idirdehalaithe (CARD). Seoladh CARD Dé Luain, an 20 Márta 2023 chun Lá na Náisiún Aontaithe chun Idirdehalú Ciníoch a Dhíothú a chomórath, agus reáchtáladh slógadh dlúthpháirtíochta i gCathair na Gaillimhe Dé Sathairn, an 25 Márta. Tá ballraíocht sa ghrúpa ag Comhpháirtíocht Chathair na Gaillimhe (GCP), Gluaiseacht Thaistealaithe na Gaillimhe (GTM), Comhairle Ceardchumann na Gaillimhe, Amach! LGBT+ na Gaillimhe, Líonra Pobail Chathair na Gaillimhe (GCCN), i measc grúpaí pobail eile, agus bunaíodh é chun dlúthpháirtíocht phobail a mhéadú chun dúshlán a thabhairt do chiníochas, leithcheal agus scaipeadh na deighilte agus an fhuatha. Chun a bheith bainteach le CARD, is féidir ríomhphost a sheoladh chuig uni.sanctuary@universityofgalway.ie.



Railí Ghrúpa Pobail na Gaillimhe i gCoinne an Chiníochais agus an Idirdehalaithe (CARD) an 25 Márta i gCathair na Gaillimhe (Foinse an ghrianghraif: GCCN)

EU-Passworld

Cuireann comhpháirtíocht tionscadail EU-Passworld in Éirinn idir Ollscoil na Gaillimhe, UNHCR, agus Nasc cur chuige nuálaíoch ar fáil chun bealaí sábháilte agus dleathacha go hÉirinn a chruthú do dhídeanaithe. Trí dheiseanna oideachais a sholáthar bunaithe ar chumas agus ar fhiúntas, cinntíonn an tionscnamh go n-aithnítear dídeanaithe roghnaithe mar mhic léinn idirnáisiúnta, seachas iad a shainiú go príomha de réir a stádas dídeanaí. Tá sé seo tábhachtach d'fhéiniúlacht agus d'indibhidiúlacht an mhic léinn dídeanaithe agus cuireann sé ar a gcumas taithí a fháil ar chomhtháthú sóisialta níos nádúrtha.

I mí na Bealtaine 2023, tháinig páirtithe leasmhara ardoideachais ó naoi gcinn d'ollscoileanna na hÉireann le chéile in Ollscoil na Gaillimhe chun leathnú an chláir seo a phlé agus tuilleadh deiseanna staidéir idirnáisiúnta a chruthú do dhídeanaithe ar fud ollscoileanna na hÉireann. In éineacht leo bhí ceannairí pobail dídeanaithe, baill den tsochaí shibhialta Eorpach agus lucht féachana ar líne ó ar fud na cruinne.

Cuirfidh grúpa áitiúil ceannródaíoch 'Pobal na Gaillimhe' fáilte roimh mhac léinn teifeach chuig Ollscoil na Gaillimhe i Meán Fómhair 2023 le tacaíocht ó Ollscoil na Gaillimhe, UNHCR, Gníomhaireacht na Náisiún Aontaithe do Dhídeanaithe, agus Nasc, an tIonad um Chearta na nImlirceach agus na nDídeanaithe. Gheobhaidh an mac léinn scoláireacht iomlán chun tabhairt faoi chlár Máistreachtá múinte i gColáiste na hEolaíochta agus na hInnealtóireachta. Cuirfidh an grúpa fáilte tacaíocht airgeadais agus sóisialta ar fáil don mhac léinn, cabhróidh sé leo teacht ar sheirbhísí agus socrú síos i saol na hollscoile.



Cruinniú comhpháirtithe EU-Passworld in Ollscoil na Gaillimhe

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

Féachann an tionscadal Mincéirs Misl'd in Education le Taistealaithe na hÉireann a chumhachtú le go mbeidh siad in ann an t-aistriú go dtí oideachas tríú leibhéal a dhéanamh, agus muintearas a aireachtáil ann. Tá comhpháirtithe éagsúla (Ionad Rochtana Ollscoil na Gaillimhe, Gluaiseacht Thaistealaithe na Gaillimhe, Grúpa Tacaíochta Thaistealaithe Mhaigh Eo, Grúpa Tacaíochta Thaistealaithe Shligigh, Ionad Forbartha Idirchultúrtha Thaistealaithe an Iarthair, TUSLA, an tÚdarás um Ard-Oideachas agus ionadaithe mac léinn) tagtha le chéile faoi scáth an tionscadail seo féachaint le bealaí a aimsiú chun fáil réidh leis na constaicí atá roimh phobal Taistealaithe na hÉireann rochtain a fháil ar an ardoideachas.

Déanann Ollscoil na Gaillimhe iniúchadh ar thaithí Thaistealaithe na hÉireann ar an Stát

Reáchtáladh comhdháil speisialta in Ollscoil na Gaillimhe chun scrúdú a dhéanamh ar thaithí Thaistealaithe na hÉireann/Mincéir ar an Stát ó 1922 go 2022, tionchair an taithí sin agus na ceachtanna atá le foghlaim. Tharla an ócáid ar an gcampas thar dhá lá – Dé hAoine agus Dé Sathairn, an 16 agus 17 Meán Fómhair 2022.

Mar chuid de Chlár Deich mBliana na gCuimhneachán Céad Bliain, ba iad Patrick Nevin agus Elaine Martin a mhol an chomhdháil agus eagraíodh í i gcomhar le hIonad na hÉireann do Stair an Lucht Saothair agus an Aicme in Ollscoil na Gaillimhe. Scrúdaigh sí taithí Thaistealaithe na hÉireann ar an leatrom ó bunaíodh an stát, ag díriú go mór mór ar ról an stáit maidir le buanú an mhíbhuntáiste.

Dúirt an tAire Catherine Martin: “Tá áthas orm tacú leis an gcomhdháil thábhachtach seo a dhéanann machnamh ar thaithí Thaistealaithe/Mincéir na hÉireann ó bunaíodh Saorstát na hÉireann. D’fháiltigh an Sainghrúpa Comhairleach ar Chomóradh Céad Bliain roimh imeachtaí mar seo, bunaithe ar thaighde agus scoláireacht. Is cuimhneachán cuimsitheach, barántúil, fiúntach agus ómósach é éiteas Chlár Deich mBliana na gCuimhneachán agus cuireann sé seo deis thráthúil ar fáil chun pobal a chuimsiú, a ndéantar faillí orthu go stairiúil sa chomóradh.”

Bhí clár oibre na comhdhála ildisciplíneach agus rannpháirtíoch. Bhí 70 cainteoir i gceist leis comh maith le dráma, taispeántas beo, dhá thaispeántas eile agus roinnt léirithe, le cur i láthair i bhformáidí éagsúla ina raibh peirspictíochtaí áitiúla, náisiúnta agus idirnáisiúnta le fáil. Bhí gníomhaithe agus tacadóirí na dThaistealaithe/Mincéir, staraithe, béaloideasóirí, síceolaithe, socheolaithe, ealaíontóirí, teoriceoirí cultúir agus daoine eile páirteach ann.

I measc na rannpháirtithe bhí Patrick Nevin, Elaine Martin, Rosaleen McDonagh, Mags Casey, an Dr Sindy Joyce, an Dr Aoife Bhreatnach, Vincent Browne, agus Owen Ward. Thacaigh an Roinn Turasoireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán leis an gComhdháil.

Ba iad baill Ghrúpa Stiúrtha na Comhdhála ná Patrick Nevin, Elaine Martin, Owen Ward, Sarah Anne Buckley, John Cunningham agus Mary Harris. Aithníonn na comhaltaí rannpháirtíocht Choiste Saineolaithe Chomhairle na hEorpa ar na Romaigh agus na Thaistealaithe agus an Roinn Gnóthaí Eachtracha, an Roinn Leanaí, Comhionannais, Míchumais, Imeasctha agus Óige, agus Comhairle Ceirdeanna na Gaillimhe.

Tá tuilleadh eolais le fáil anseo <https://mooreinstitute.ie/event/irish-travellers-minceirs-the-state-1922-2022>



Sprioc 5:

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





Dualgas na hEarnála Poiblí

Tugann Dualgas na hEarnála Poiblí bonn reachtúil do gach comhlacht poiblí chun an comhionannas a chur chun cinn, chun an t-idirdhealú a chosc agus chun cearta an duine a chosaint de réir na naoi bhforas a cuireadh in iúl faoi Dhualgas na hEarnála Poiblí i leith Comhionannais agus Chearta an Duine, mar a shonraítear i dtús báire in Alt 42 den [Acht fá Choimisiún na hÉireann um Chearta an Duine agus Comhionannas, 2014](#). Tugtar aitheantas go sainráite i straitéis na hOllscoile agus sa straitéis institiúideach EDI do thiomantas uileghabhálach na hOllscoile do Dhualgas na hEarnála Poiblí ó thaobh seirbhís a sheachadadh, ár n-idirghníomhaíochtaí leis an bhfoireann agus le mic léinn, ar fud ár bhfeidhmeanna agus ár gcaidrimh. Bhí an tiomantas seo ina phríomhfhócas do na gníomhartha a rinneadh an bhliain acadúil seo lena n-áirítear cuid de na samplaí seo a leanas, a ndearnadh tagairt do go leor acu in áiteanna eile sa tuarascáil seo:

- Tionscnaimh chun rannpháirtíocht na mac léinn a leathnú faoi stiúir an Ionaid Rochtana;
- Obair an Choiste do Chomhionannas Ciníoch a maidir le próiseas cuimsitheach comhairliúcháin a dhearadh agus a sheachadadh chun foireann agus mic léinn mhionlaigh eitneacha a thabhairt isteach i bhforbairt Creata agus Plean Gnímh do Chomhionannas Ciníoch;
- Tionscnaimh don Dearadh Uilíoch agus Inrochtaineacht chun inrochtaineacht a fheabhsú ar bhealach ilghnéitheach a chuireann an timpeallacht thógtha agus cumarsáid san áireamh;
- Cur i bhfeidhm ár bPlean Gnímh Institiúidigh Athena Swan agus Comhionannais Inscne 3, chomh maith le hiarratais Scoile, cur i bhfeidhm agus athnuachan Athena Swan;
- Suirbhé Cultúir Institiúideach Athena Swan;
- Cuireadh tús le taighde ar fhorbairt Innéacs Idirdehalaithe Trasnaigh
- Béim ar ár mbonneagar sonraí EDI a fheabhsú; agus
- Breithniú ar impleachtaí comhionannais RIGRAM mar shamhail airgeadais
- Iniúchadh Éagsúlachta ar bhaill Údarás na hOllscoile

Éilíonn Dualgas na hEarnála Poiblí i leith Comhionannais agus Chearta an Duine measúnú leanúnach ar na bacainní agus ar na dúshláin, aghaidh a thabhairt ar na bacainní sin agus tuairisciú ar bhonn bliantúil. Is fianaise iad na tionscnaimh a luaitear thuas ar an tiomantas úsáid a bhaint as an dualgas mar bhonn chun comhionannas agus cearta an duine a bhaint amach de réir a chéile. Mar sin féin, tá dúshláin leanúnacha ann a éilíonn comhiarracht chun an tiomantas seo a phríomhshruthú agus a leabú ag gach leibhéal laistigh den Ollscoil. Agus muid ag bogadh isteach sa chéad chéim eile de phleanáil straitéiseach institiúideach agus EDI in 2024, déanfar tuilleadh machnaimh ar chuspóirí 'measúnú a dhéanamh' agus 'aghaidh a thabhairt' ar chur i bhfeidhm dhualgas na hearnála poiblí a neartú.

Iniúchadh modúil le haghaidh ábhar a bhaineann le EDI (CASSCS)

Rinne CASSCS iniúchadh ar a mhéid atá téamaí straitéiseacha éagsúla, lena n-áirítear EDI, leabaithe sa teagasc agus san fhoghlaim. Rinne taighdeoir athbhreithniú ar an 800 modúl ar fad sa Choláiste chun téamaí EDI a aithint agus tacú le comhaltaí foirne atá i mbun na hoibre seo. Ó thaobh EDI de, cuirfidh an taighde leis an eolas atá againn ar an gcaoi a bhfeidhmíonn an Coláiste an sprioc cultúr cuimsitheach agus oscailte a chothú, mar shampla maidir le héagsúlacht a neadú sa teagasc, san fhoghlaim agus sa taighde.

Sonraí Éagsúlachta

Is cuid lárnach na sonraí de thuiscint a fháil ar an tearcionadaíocht agus ar an míbhuntáiste san ollscoil. In éineacht le heolas cáilíochtúil, cuireann sonraí ar ár gcumas tuiscint níos fearr a fháil ar thaithí saoil ár bpobail.

Agus an clár EDI ag forbairt i gcónaí, tá súil againn bailiú sonraí a fheabhsú chun príomhstaitisticí éagsúlachta a bhunú (féiniúlacht inscne, reiligiún, stádas sibhialta, stádas teaghlai, gnéaschlaonadh, eitneachas, agus míchumas) maidir lenár gcomhaltaí foirne.

Sheol an OVPEDI rannóg nua Éagsúlachta ar an Tairseach Féinseirbhíse d'Fhostaithe (ESS) in 2021 agus táimid ag iarraidh ar chomhghleacaithe a dtréithe éagsúlachta pearsanta a nochtadh faoi rún daingean tríd an Tairseach seo i bpróiseas simplí, a ghlacfaidh thart ar 3 nóiméad. Déantar an t-eolas seo a chur in iúl go deonach agus go rúnda chun cuidiú leis an Ollscoil éagsúlacht agus ionadaíocht i measc na foirne a rianú. Is féidir teacht ar an rannóg faoi Éagsúlacht sa tairseach anseo.

Go dtí seo chuir breis agus 1000 comhghleacaí cuid dá dtréithe éagsúlachta pearsanta nó iad uile ar fáil. Tá sonraí tábhachtach le go mbeimid in ann a thuiscint nuair atá míbhuntáiste agus tearcionadaíocht san ollscoil agus cuirfidh siad ar ár gcumas bearta spriocdhírthe a cheapadh chun dul i ngleic le míbhuntáiste agus chun an míbhuntáiste sin a mhaolú. Faoi láthair, tá bearnaí suntasacha sna sonraí éagsúlachta san ollscoil. Cuireann sonraí éagsúlachta cuimsitheacha ar ár gcumas machnamh a dhéanamh ar an trasnú idir inscne agus eitneacht, inscne agus míchumas agus gnéithe eile den fhéiniúlacht agus muid ag cur ar n-iarrais institiúideacha Athena SWAN i dtoll a chéile, agus machnamh níos leithne a dhéanamh ar thréithe na héagsúlachta.

Bunús Dí

Is príomhghné é bailiú sonraí maidir le héagothroime a aithint, gníomh a thionscnamh chun aghaidh a thabhairt ar neamhionannas, agus meastóireacht a dhéanamh ar an dul chun cinn a theastaíonn de réir mar a éilíonn an Earnáil Phoiblí agus an Dualgas ar Chearta an Duine agus Plean Straitéiseach Ollscoil na Gaillimhe don Chomhionannas, Éagsúlacht agus Cuimsiú.

Chuir Acht an Údaráis um Ard-Oideachas 2022 le déanaí bunús dlí (faoi réir an Rialacháin um Chosaint Sonraí agus an Achta um Chosaint Sonraí 2018) faoi Institiúidí Ardoideachais chun sonraí éagsúlachta a thuairisciú don ÚAO lena n-áirítear inscne, eitneachas agus míchumas na gcomhaltaí foirne. Leathnóidh sé seo chuig bailiú agus tuairisciú sonraí pearsanta ar na 9 dtréith chosanta ar fad atá faoi reachtaíocht chomhionannais na hÉireann don ÚAO amach anseo.

Conas a úsáidfeá é?

Déanfar faisnéis phearsanta a nochtar tríd an Tairseach ESS a bhailiú le chéile agus a thuairisciú ar leibhéal institiúideach amháin, agus ní bheidh aon duine inaitheanta sa phróiseas. Tá an fhoireann féin i gceannas ar a bhfaisnéis féin agus féadfaidh siad í a thabhairt cothrom le dáta nó a bhaint am ar bith. Tá ball tiomnaithe den OVPEDI údaraithe chun rochtain a fháil ar an bhfaisnéis seo agus déanfar na sonraí pearsanta go léir a bhainistiú de réir Pholasaí Cosanta Sonraí na hOllscoile, na hAchtanna um Chosaint Sonraí agus GDPR.

Measúnacht Tionchair Comhionannais

Is próiseas córasach agus fianaise-bhunaithe é Measúnacht Tionchair Comhionannais (EIA) a chuirtear i bhfeidhm ar fhorbairt agus ar athbhreithniú ar pholasaithe agus ar chleachtais na hollscoile chun a chinntiú go bhfuil siad neamh-idirdhealaitheach agus go bhfuil siad cothrom agus cuimsitheach chun freastal ar riachtanais dhlísteanacha na ngrúpaí ilghnéitheacha atá i bpobal na hOllscoile. Cé go bhfuil comhtháthú déanta ar phríomhshruthú an phróisis EIA QA002 Polasaithe agus Nósanna Imeachta, bhí cur i bhfeidhm EIAanna beagán míchothrom go dtí seo sa phróiseas forbartha agus athbhreithnithe polasaí. Neartaíodh an riachtanas chun tabhairt faoi EIA do pholasaithe nua agus athbhreithnithe anois i QA002 Polasaithe agus Nósanna Imeachta. Caithfidh úinéirí polasaí an Fhoirm Measúnaithe Tionchair Chomhionannais a líonadh agus a chur isteach leis an bpolasaí/an gcáipéis deiridh le go ndéanfaidh an comhlacht faofa ábhartha í a fhaomhadh. Soláthróidh an OVPEDI treoir agus eolas dóibh siúd atá i mbun Measúnaithe Tionchair Comhionannais. Tá [Treoirlínte EIA](https://www.universityofgalway.ie/equalityanddiversity/policies-procedures) agus teimpléid ghaolmhara ar fáil ar láithreán gréasáin OVPEDI ag <https://www.universityofgalway.ie/equalityanddiversity/policies-procedures>.

Múnla Leithdháilte Ualaigh Oibre Acadúil

Chuir an grúpa oibre an dréachtpholasaí den Treoir maidir le Leithdháileadh Ualach Oibre Acadúil i gcrích le cúnamh ón Déan Staidéir Iarchéime. Rinne an Chomhairle Acadúil faomhadh go foirmiúil ar an bpolasaí i mí an Mheithimh 2023. De réir na dtreoirlínte caithfidh an Múnla Leithdháilte Ualaigh Oibre Acadúil na nithe seo a leanas a chinntiú:

- Tá leithdháileadh na hoibre bunaithe ar thosaíochtaí aonair, scoile, coláiste agus institiúide agus tacaíonn sé leo.
- Tá cothromaíocht chúil de ghníomhaíochtaí tugtha don fhoireann, rud a thacaíonn le sláinte agus folláine na foirne.
- Tá próiseas trédhearcach leithdháilte ann agus bíonn deis ag an bhfoireann ionchur i bheith acu i gcinntí maidir le leithdháileadh ualaigh oibre agus an toradh a chur in iúl go soiléir don fhoireann.
- Cuidíonn an leithdháileadh ualaigh oibre leis an bhfórsa saothair a phleanáil agus cinntíonn sé go gcuirtear taighde, scoláireacht, teagasc agus saoránacht ar ardchaighdeán ar fáil ar fud na hOllscoile.

Tá céatadán ama curtha ar leataobh sna treoirlínte do líon na ról institiúideach a bhfuil freagrachtaí breise orthu, chomh maith le ról agus gníomhaíochtaí ceannaireachta agus bainistíochta ar leith.

An Próiseas Athbhreithnithe Bhliantúil

Moltar go ndéanfaidh Scoileanna agus Coláistí athbhreithniú bliantúil ar chleachtais leithdháilte ualaigh oibre agus go mbeidh an cur chuige i leith athbhreithnithe comhaontaithe roimh ré agus curtha in iúl don fhoireann. Ina theannta sin, déanfaidh AD iniúchadh bliantúil ar roinnt Scoileanna, a thuirisceofar d'Fhoireann Bainistíochta na hOllscoile chun cothroime, comhsheasmhacht agus cloí leis na prionsabail institiúideacha a chinntiú.

Tosaíochtaí don Bhliain Acadúil 2023/24

Leanann na gnéithe chun straitéisí agus gníomhartha EDI a chur i bhfeidhm ag forbairt trí obair na gcomhghleacaithe laistigh den oifig EDI, Leas-Déin EDI, san Ionad Rochtana, ar an gclár Toilithe* Ghníomhaigh agus comhghleacaithe ar fud na hollscoile.

Baineann na tosaíochtaí ardleibhéil don bhliain seo chugainn le polasaí, dul chun cinn gairme, oiliúint agus méadú feasachta. Áireoidh sé seo athbhreithniú cuimsitheach ar an mbonneagar polasaí don fhoireann agus do mhic léinn maidir le comhionannas agus frith-idirdhealú, chomh maith le foréigean agus ciapadh gnéis. Tacóidh an oifig EDI le hathbhreithniú agus measúnú oibiachtúil ar an scéim arduithe céime acadúla agus é mar aidhm ár bpróisis inmheánacha maidir le dul chun cinn gairme a fheabhsú go leanúnach. Seolfar feachtas institiúideach ardaíthe feasachta in aghaidh an chiníochais faoi choimirce an Chreata agus an Phlean Gnímh do Chomhionannas Ciníochá.



Léargas Achomair ar Chlár Oibre EDI 2023-2024

Glacfaidh gach ceann de na ceithre chlár dearcadh trasnaithe i dtéarmaí anailíse agus cleachtais.

Dearadh Uilíoch agus Inrochtaineacht

- Cur i bhfeidhm an Phlean Gnímh don Dearadh Uilíoch agus Inrochtaineacht
- Glacadh le Polasaí Socruithe Réasúnta do Mhic Léinn
- Feabhas ar Inrochtaineacht na Timpeallachta Tógtha
- Feabhas ar Chumarsáid Inrochtana
- Príomhshruthú teicneolaíochtaí cúnta don teagasc agus don fhoghlaim
- Oiliúint maidir le Feasacht ar Mhíchumas



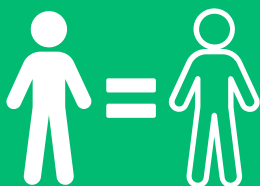
Foréigean Gnéis agus Ciapadh Gnéis a Chosc agus Freagairt dóibh

- Cur i bhfeidhm an Phlean Ag cur Deireadh le Foréigean Gnéis agus Ciapadh Gnéis
- Oideachas feabhsaithe agus méadú feasachta
- Creat Polasaí Comhtháite d'Fhoréigean Gnéis agus Ciapadh Gnéis
- Oiliúint Túsphointe Teagmhála curtha ar fáil
- Comhoibriú leis an gclár Toilithe* Ghníomhaigh
- Tionscadal UniSAFE



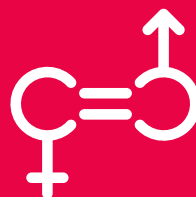
Comhionannas Inscne

- Seoladh agus Forfheidhmiú an Chreata agus an Phlean Gnímh do Chomhionannas Ciníochais
- Forbairt ar fheachtas institiúideach Frithchiníochais
- Oiliúint frithchiníochais a chur ar fáil don fhoireann agus do mhic léinn
- Tacú le ceannaireacht ag gach leibhéal
- Tacaíocht don Líonra Foirne Idirnáisiúnta
- Díchoilíniú, scoláireacht agus curaclam



Comhionannas Ciníochais

- Cur i bhFeidhm an Phlean Gnímh don Chomhionannas Inscne 3
- Feidhm, Forfheidhmiú agus Athnuachan Athena Swan
- Foireann Féinmheasúnaithe Institiúideach a chur le chéile don Iarratas Airgid
- Cur i bhfeidhm bearta chun an Bhearna Phá idir na hInscní a laghdú
- Líonra Seaimpíní Athena Swan
- Tacaíocht do Líonra Ban na hOllscoile
- Tacaíocht don Líonra Foirne LGBT+
- Oiliúint i bhFéiniúlacht Inscne



Go raibh maith agat

Tá an t-ádh orainn go bhfuil ceannaireacht chróga agus thiomanta againn ar fud na hOllscoile chun cabhrú leis na hathruithe riachtanacha a bhrú chun cinn chun comhionannas agus cuimsiú a bhaint amach de réir a chéile, chomh maith le héagsúlacht a cheiliúradh. Ba mhaith leis an bhfoireann EDI ár mbuíochas a chur in iúl don fhoireann, do mhic léinn agus dár gcomhpháirtithe seachtracha agus dár gcomhoibritheoirí as a dtiomantas leanúnach do chur chun cinn an chlár EDI, go straitéiseach agus go praiticiúil.





Comhionannas, Éagsúlacht agus Cuimsiú – Tuarascáil Bhliantúil 2022/23

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

Ríomhphost: OVPEDI@universityofgalway.ie