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

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

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

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

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

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

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

The Belfast poet Louis McNiece in his poem ‘Of things being various’, writes: “World is sudden as we fancy it. World is crazier and more of it than we think. Incorrigibly plural.” Things are various here at NUI Galway, and we are proud of it.

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

Our staff networks are continuing to make an impact in deepening our understanding of EDI issues and the experiences of colleagues on the basis of specific aspects of their identity. I am also struck by the manner in which our focus on the affirmative recognition of Traveller ethnicity is now marked by a week-long series of events and an extensive programme of outreach and support for engaging members of the Traveller community. Furthermore, the launch of the process for developing the Respect Charter is very timely as we transition from the shadow of a global pandemic with a renewed sense of community and support for each other. The Respect Charter is an innovative and valuable aspect of our strategic commitment to embedding respect at all levels within the university. I have previously outlined that ‘if we have respect, all else follows’ and this is core, not solely to our equality, diversity and inclusion focus, but to all of our actions and the manner in which we impact on our wider community, society and environment. Initiatives such as the documentary on Prof Afshin Samali’s personal and professional journey and the EU PASSWORLD project are an indication of further innovation in our EDI actions. These are examples of the possibilities and opportunities the future may hold for our University of Sanctuary scholars.

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

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

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

Professor Ciarán Ó hÓgartaigh
Uachtarán—President
Introduction

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

A major achievement during this year was the successful outcome of the impact case study on gender equality submitted to the Higher Education Authority (HEA). The awarding of €1 million by the HEA is a significant recognition of the progress that has been made to date in addressing gender inequality at NUI Galway.

The substantial focus on gender equality is evident in the number of Athena Swan Bronze awards that have been achieved at school level this year. In addition, the renewal of the Athena Swan Bronze Institutional award and the School of Medicine Bronze award is an indication of the ongoing commitment to supporting gender equality. The extensive range of activities for international women’s week demonstrated the energy and diversity of approaches to supporting staff engagement on gender equality and the intersectional dimensions of gender inequalities.

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

The awarding of HEA performance funding is very timely as it will support a specific programme of EDI activities over the next three years as we seek to expand our EDI emphasis. National research reports were published on Race Equality in the Higher Education Sector and on the experiences of both students and staff in relation to Sexual Violence and Harassment in Higher Education. These reports provide a contemporary evidence base and illustrate the necessity of ensuring that we adopt a proactive approach to ending racial discrimination, sexual violence and harassment.

The launch of online module ‘Let’s Talk about Race in the Higher Education Sector’ and the ‘Speak Out’ tool are of specific relevance to the development of practical tools to increase awareness and to signpost the supports that are available for staff and students. In the context of race equality, the extensive programme of activities undertaken during Traveller Ethnicity Week are indicative of the leadership role that NUI Galway are playing within the higher education sector to proactively engage members of the Traveller community. The many events which were held played a critical role in contributing to local and national awareness of the multifaceted debates that are emerging in relation to Traveller ethnicity, identity and experience in higher education. The International Staff Exchange Programme have also made a significant contribution to increasing awareness of the impact of racial inequality and discrimination in higher education through hosting webinars and staff discussions.

Recognising that economic, social and cultural barriers inhibit meaningful participation and engagement in higher education, the activities of the NUI Galway Access Centre illustrate that developing multifaceted access and inclusive pedagogies. THE Impact Rankings under SDG10 Reduced inequalities places NUI Galway at 58 of 796 institutions globally, further supporting the evidence of the effectiveness of this collective approach to widening access and supporting student outcomes.

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

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

OVPEDI Team

Dr Deirdre Curran, College of Business, Public Policy and Law (CBPPL)
Dr John Walsh, College of Arts, Social Sciences and Celtic Studies (CASSCS)
Mary Dempsey, College of Science and Engineering (CSE)
Dr Kasia Whysall, College of Medicine, Nursing and Health Sciences (CMNHS)

Vice-Deans for EDI

Dr Helen Maher, Vice-President for Equality, Diversity and Inclusion
Aoife Cooke, Head of Equal Opportunities
Dr Laura Loftus, Post-doctoral Researcher
Niamh Gallagher, Administrative Assistant

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Aoife Cooke, Head of Equal Opportunities
Dr Laura Loftus, Post-doctoral Researcher
Niamh Gallagher, Administrative Assistant
Our key strategic aim is to enable, empower and embed a culture of equality, diversity and inclusion throughout NUI Galway which benefits the entire university community and which will ensure that NUI Galway can perform to its full potential.

The following goals will fulfil that mission:

**GOAL 1:**
The contribution of all members of our university community is recognised and valued (CR01)

**GOAL 2:**
All staff and students are actively supported according to their needs to achieve their full potential (CR05, CP02)

**GOAL 3:**
NUI Galway will drive innovative EDI practices in the Higher Education Sector (CP01, CE01)

**GOAL 4:**
Foster a campus culture which is welcoming, inclusive, safe and free from discrimination (CP05, CR01)

**GOAL 5:**
Embed an equality perspective in the day-to-day working across all functions (CP02)
We are delighted to report that NUI Galway successfully renewed its institutional Bronze award in 2021. Feedback from the assessment panel highlighted that it was a strong application that demonstrates a number of achievements in the institution’s gender equality journey, while still recognising there are on-going and significant challenges.

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

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

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

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

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

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

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

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<td>Renewed Bronze</td>
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<td>Physics</td>
<td>Bronze</td>
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<td>Business &amp; Economics</td>
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<td>April 2020</td>
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<td>Nursing &amp; Midwifery</td>
<td>Bronze</td>
<td>November 2020</td>
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<td>Chemistry</td>
<td>Bronze</td>
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<td>Psychology</td>
<td>Bronze</td>
<td>November 2020</td>
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<td>Mathematics, Statistics &amp; Applied Mathematics</td>
<td>Bronze</td>
<td>April 2021</td>
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<td>Natural Sciences</td>
<td>Bronze</td>
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<td>Health Sciences</td>
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<td>November 2021</td>
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Two coffee mornings took place in Sult, and were well attended. Members gave us some good suggestions for events that would be of interest for the forthcoming year.

By November we were driven online again as COVID-19 numbers were rising, and we held the third Sheehy Skeffington Annual Distinguished Lecture via zoom. This lecture series was established in honour of the courage and persistence shown by Hanna Sheehy Skeffington, founder of the Irish Women’s Franchise League in 1908, and her granddaughter, our former colleague, Dr. Micheline Sheehy Skeffington, who took a successful gender discrimination case against NUI Galway, and set in motion the institution’s current quest for gender equality. While there is a world of difference between gender discrimination in academia and the gross and systematic human rights violations occurring against women, they are on the continuum of women not being regarded as equals. The lecture was delivered by Soraya Afzali, PhD student with the Department of Near and Middle Eastern Studies, member of the Network of Excellence Training on Hate (NETHATE) project at Trinity College Dublin, the Marie Curie Innovative Training Network, and recipient of the US Embassy Scholarship and Open Society Leadership Award. Over one hundred people registered to attend. The lecture was very well received, and served as timely reminder to engage with the Scholars at Risk programme and to support women scholars who risk their lives in the service of education.

Later in November, further to suggestions made at the September coffee mornings, the UWN hosted an online event ‘Menopause in the workplace – personal and organisational responses’. The speaker was Catherine O’Keeffe (@WellnessWarrior.ie), Ireland’s first menopause coach and an international corporate speaker. Catherine gave an initial overview of perimenopause and menopause, including the key symptoms of Menopause that impact in the workplace and reasonable adjustments and practical measures that can be taken to support employees. There was a high level of engagement, comments, and questions from the 80 attendees, indicating that this is a topic of considerable interest to members. HR have committed to including the feedback from this event in a proposed Menopause at Work policy and a follow-up event.

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

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

Staff Networks

University Women’s Network

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

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

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

On March 11th we hosted an event entitled ‘Progressing the Equality, Diversity and Inclusion agenda in Irish Higher Education Institutions’ (speakers included Dr Marta Kempny and Dr Lucy Michael, the authors of the Race Equality in the Higher Education Sector in Ireland, and Dr Helen Maher, the Vice-President for Equality, Diversity, and Inclusion in NUI Galway). The event was well attended and deliberated on the issues of race equality and the intersectional challenges of the EDI agenda.

“Membership has increased to 150 registered members from approximately 35 countries around the world.”

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

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

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

- as part of Galway Pride/Bród na Gallimhe, the LGBT+ Staff Network facilitated an open webinar ‘Conversion Therapy in Ireland – Next Steps and Raising Awareness’ involving Orlaith Nic Caba, Gender and LGBT Rights Officer, NUI Galway Students’ Union, Bill Foley, Gay Health Network, and Steve Jacques and Adam Long, National LGBT Federation (11th August 2021);
- joined a campaign organised by Barra Ó Donnabháin, UCC, in opposition to the new Flourish Religious and Social Education programme at Primary Schools (September 2021);
- resumed our First Friday of the month social gatherings for members of the Network, when COVID-19 related regulations permitted; the most recent one took place on the 6th of May 2022;
- submitted the final report on our Mapping LGBT+ Lives @ NUI Galway Research Project to the OVPEDI and published it on ARAN (October 2021) https://doi.org/10.13025/ekzy-ty82;
- attended meetings of the NUI Galway Equality Diversity and Inclusion Campus Committee;
- submitted a proposal and received funding for research on NUI Galway’s institutional history exploring the role the university played in the development and promotion of the human rights of LGBT+ people (February 2022);
- facilitated a webinar on Promoting LGBT+ Inclusion in Higher Education Institutes with presentations from Dr Fiachra Ó Súileabáin (UCC) and Dr Helen Maher (NUI Galway) (4th February 2022);
- promoted and facilitated an online panel discussion on the Struggle for LGBTQ+ Pride among Gypsy, Roma and Irish Travellers as part of Irish Traveller Ethnicity celebrations on the 28th of February and 1st of March 2022;
- promoted the Galway Vigs Against Hate following the murder of two men in Sligo (16th & 17th April 2022);
- continued work with the LGBT+ Ally Programme at NUI Galway through the Office of VP for EDI. This initiative is open to all NUI Galway staff members who support our vision of a safe and inclusive environment for all staff and students of all sexual identities and genders. Further information, resources and registration links are available at https://www.nuigalway.ie/equalityanddiversity/lgbt/ally/;
- different members of the committee were involved in discussions/meetings with the President, the newly appointed VP for EDI, Dr Helen Maher, the EDI Campus Committee, the Sexual Violence and Harassment Prevention and Response Committee, and have liaised with other universities in the emerging All-Ireland LGBT+ Staff Network in HEIs.

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

Declan Coogan,
Chairperson Executive Committee of the NUI Galway LGBT+ Staff Network
Recognising and rewarding outstanding contributions to EDI

Michael McDonagh Award for Irish Traveller Ally Excellence

This year the inaugural NUI Galway Presidential Michael McDonagh Traveller Ally Excellence Award was established to recognise the outstanding efforts of staff who have shown leadership in engaging the public in Irish Traveller history and culture, encouraging the full participation of Irish Travellers in education, and advancing Irish Traveller human rights. The award is named in honour of the late Michael McDonagh, who advocated on behalf of the Irish Traveller community for over fifty years. Dr Helen Casey and Dr Deirdre Hardiman received the award at NUI Galway’s Traveller Ethnicity Day opening ceremony on the 28th of February for their outstanding work supporting Irish Travellers progressing into higher education. NUI Galway graduate Jason Sherlock was also honoured with lifetime membership of the Mincéirs Whiden Society.

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

The College of Medicine, Nursing and Health Sciences’ (CMNHS) Vice-Dean EDI and Project Manager have been working to develop new staff recognition schemes to improve the overall EDI culture within the College. Two new initiatives were launched in 2020 to 2021, and further projects are in the planning stages. The inaugural CMNHS Dean’s Awards were developed over 2020 and 2021 with the intention to highlight and recognize the excellent work being undertaken across key work portfolios within the College. They are aligned with the Vice-Dean remits, and the awardees are decided by a sub-committee of the relevant College committee. The Vice-Dean EDI and Equality and Diversity Project Manager developed and managed the process. The first call for CMNHS Dean’s Awards launched in September 2021 and the awards were presented in December 2021. 22 individual nominations were received.

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

“The #SayThanks initiative is lovely. Well done and thanks.”

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

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

“It turned my dull Thursday afternoon into a very bright happy one.”
Digital Badge in Universal Design for Learning (UDL)

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

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

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

The Dean’s Awards for Inclusive Teaching were established in the College of Business, Public Policy and Law (CBPPL) in 2019 as a key part of a project to support inclusive learning in the College (joint project leads: Dr Shivaun Quinlivan and Dr Lucy-Ann Buckley). The primary aim of the Dean’s Awards is to recognise and reward inclusive teaching practice, and anyone teaching a module in the College is eligible for nomination. A secondary aim is to promote inclusive pedagogy. For this reason, awardees are asked to make a short video describing their approach to teaching, and the recordings are made available to other staff through an online resource. Two awards were originally available each year, one for an individual, and one for a team. There have been over 300 nominations for the Awards since its inception, with seven individual awardees (following a split award in 2021) and three winning teams. Following a huge rise in individual nominations over the first three years, the scheme was reconfigured in 2022 to remove the team award and allow for four individual award winners. Under the revised scheme, each award winner will receive a €500 teaching development grant and a digital badge that can be used on a CV or website.

In 2021, Individual Awards went to Ursula Connolly (Law), Kristin Horan (Shannon) and Dr Brian Tobin (Law) and the Team Award went to Ger Ahearne and Maureen Maloney from the School of Business and Economics.

Report of the Working Group on Research Staff

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

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

The Report of the Working Group on Research Staff which was presented to Academic Council in February 2022, notes the significant contributions of research staff to the national and international profile of NUI Galway and acknowledges some excellent supports and resources for research staff through the OVPRI, the Researcher Development Centre, the Research Office, the OVPEDi and HR. Nonetheless, a number of significant challenges have been identified in the three broad areas of:

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

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

Next steps will include the development of a SMART Action Plan with details of implementation for each of the recommendations. Updates on implementation will remain on the agenda for Academic Council.
Gender Equality Action Plan 3 (GEAP3)

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

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

External Advisory Group on Gender Equality (EAG)

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

The EAG on Gender Equality, established in 2017 following the recommendation of the NUI Galway Gender Equality Task Force provides ongoing external expertise, guidance, and assurance on progressing gender equality to the University. The EAG met with the President, VP Research, Dean of Graduate Studies, Director of HR and members of the Equality, Diversity and Inclusion Campus Committee and new Equality, Diversity and Inclusion Committee of Údarás na hOllscoile.

Current members of the EAG are: (from left to right) Professor Tomas Brage, Lund University, Professor Lesley Yellowlees, University of Edinburgh, Professor Paul Walton, University of York, Professor Penny Andrews, NY Law School.
International Women’s Week 2022
A series of events were held across campus from the 7th – 12th March to celebrate International Women’s Day 2022. Among the many events, the University Women’s Network hosted Dr Máire Geoghegan-Quinn as keynote speaker as they celebrated their 10th anniversary.

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

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

In total, 33 applications were made to the SALI 2020/21 round. Following an independent evaluation by a panel of international experts, the HEA has awarded funding for 10 posts based on the recommendations of the panel. This builds on our success in the first round of calls in 2019/20, in which the HEA approved funding for 2 senior academic leadership posts for NUI Galway in the areas of Engineering and Older Adult Health. These posts are new additions to NUI Galway and the sector, and are funded by the Department of Education and Skills (DES) specifically to help progress gender balance among academic staff at senior levels. A key objective of the initiative is to attract outstanding female applications both from within the Irish Higher Education sector and internationally. The initiative will also assist in increasing the number of women involved in the decision-making processes in Higher Education Institutions, as advocated in the EU Commission strategy on Promoting Equality in Decision Making.

Johnson and Johnson WiSTEM2D programme
Johnson and Johnson launched its 2021/2022 WiSTEM2D programme in partnership with NUI Galway in October 2021. WiSTEM2D refers to Women in Science, Technology, Engineering, Mathematics, Manufacturing and Design. The WiSTEM2D programme underlines Johnson & Johnson’s commitment to developing and implementing high-impact strategies to support female students at critical points in their education. The CSO reports that just 25% of STEM roles are performed by women with just 5% in leadership roles.

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

Equality, Diversity and Inclusion Annual Report
2021/22
Widening Student Participation

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

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

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

- The University Trail programme
- UNI4U
- Breaking the Seal
- Schools of Sanctuary
- Cell Explorers
- Youth Academy
- Medical Opportunities for Sanctuary Transition Years (MOST)

In terms of making the transition to higher education, we provide support measures to ease student’s transition into higher education. For example, we offer pre-orientation activities for students from underrepresented groups through our Return to Learning and HEAR orientation programmes. Furthermore, all students entering through alternative entry routes (above) are assigned a peer mentor through our Attract-Transition-Succeed (ATS) Mentoring Programme, which matches incoming first year students with current undergraduate students according to social background and subject interest.

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

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

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

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

Universal Design and Accessibility Policy and Action Plan

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

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

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

Enhancing Access and Inclusion at NUI Galway Project

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

1. Embedding UDL: Our University is committed to embedding Universal Design for Learning (UDL) throughout our campus, particularly in the areas of teaching, learning and assessment. As part of our core values of Respect, Openness, Sustainability and Excellence, Universal Design for Learning has been identified as a priority in the Strategic Plan 2020 to 2025. UDL is a design approach to teaching, learning and assessment for universal accessibility and inclusion. By considering the needs of students most at risk of exclusion and designing teaching and learning activities to reach and support them, all students stand to benefit, and no students are disadvantaged.

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

The pillar has adopted the open NUI Galway flaghip goal for 2025. We will adopt the Principles of Universal Design in our learning and working environment to increase accessibility, accommodate different approaches to learning and enable students to fulfil their potential (APD2).

The PEEPs process is directly informed by the NUI Galway Disability Support Service.

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

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

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

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

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

At the opening of the Cubbie Sensory Hub: student Gad Muzinga with NUI Galway President, Professor Ciarán Ó hÓgartaigh.
Inclusive Learning at NUI Galway: Centring the Student Voice in Higher Education

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

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

A key element of both projects was the development of inclusive pedagogy and capacity building for inclusive learning. The undergraduate project included staff training events on inclusive pedagogy, racism in higher education and universal design for learning (UDL). The postgraduate project included the institutional roll-out of the digital badge in UDL and is now supported at institutional level by a UDL Coordinator. This project also supported the institutional acquisition of Ally for LMS. This software enables staff to make the material they post online more accessible, and also allows students to download learning materials in multiple formats to support their learning needs. This proved particularly important as a student support during periods of remote learning. Since it has been acquired, there have been over 193,000 student Ally downloads of materials in alternative formats. The project also provided seminars on inclusive teaching practices, racism in higher education, inclusive teaching practices and UDL. Finally, an international symposium on inclusive learning was held in April 2021, with over 500 registrations. A recording of the symposium is available at https://www.nuigalway.ie/centre-excellence-learning-teaching/news/events/conferences/inclusivelearningsymposium2021/.
Crowd4Access - Campus Accessibility Pillar Collaboration

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

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

Everyone has challenges when navigating the footpaths of a city, or a university campus. The wheelchair user and the parent pushing the stroller, the visually impaired individual who has come together to map the accessibility of footpaths of Irish cities.

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

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

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

Making Respect a Core Value in Universities

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

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

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

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

People Strategy

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

Through our Consultation fora, our people believe there is scope for cultural change. By embedding our values and delivering the People and Culture Strategy, the stage will be set to influence organisational change. This strategy is shaped by our people, for our people and its purpose is to optimise the experience at work of all our people.
Governance Review of Professional Services Resources in the College of Arts, Social Sciences and Celtic Studies (CASSCS)

The Governance Review of Professional Services Resources in Schools and Disciplines of the CASSCS was a major initiative under the People portfolio during 2021-2022. It was the second stage of the review, the first of which was completed in September 2021, and focused on professional services resources in the College Office. The work of the Review Group aligns with the commitments in the College Strategy to ‘support our people to develop personally fulfilling and socially transformational careers, regardless of their entry point or onward trajectories’, and to ‘review the School structures to ensure all units are fully optimised in terms of intellectual coherence, programme delivery and operational efficiency’. Stage 2 was chaired by Vice-Dean for EDI and People, Dr. John Walsh, and completed in May 2022. The Review made 12 College-wide recommendations and 7 recommendations relevant to individual Schools about future distribution and structure of professional services resources.

Mentoring Programmes

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

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

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

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

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

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

Future plans include:

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

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

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

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

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

“The gender pay gap (GPG) is designed to capture the extent to which women are represented evenly across an organisation in salary terms.”
NUI Galway GPG Report on March 2021 data

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

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

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

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

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

In line with NUI Galway’s Strategy 2020-2025 and EDI Strategy 2020-2025 which commits to substantially reducing the gender issues across recruitment, career progression, promotion, and leavers.

In anticipation of these legislative requirements, the pay gap project to accelerate promotions to SL and PP including career and leadership development of academic staff at lecturer and SL grades and the provision of a Research Consolidation Grant for female SLs, to consolidate research development, as a key element of making a strong application for promotion to Personal Professor. 10 women received the grant in 2020, and 6 women in 2021.

- Support for schools applying for new Professorship posts under the SAL initiative
- Careful monitoring of applicant pools and shortlists for all senior posts, professional services and academic to achieve gender representation since AY 2019/20
- Introduction of a new academic promotion scheme providing bi-annual opportunities to apply for promotions to senior academic grades.
- Introduction of a new Associate Professor grade in 2022 to create more promotion opportunities.
- Collaboration on a new Preparation for Academic Advancement (PAA) programme, funded by the GEEF with UL (lead) and MU. In the pilot phase NUI Galway provided 8 mentors to the programme and 3 participants. The focus of the PAA programme is to support women to apply for promotion to Professor within the next 2 years, taking the impact of COVID-19 on individuals’ careers into consideration.
- Research grants for returning academic carers and the Athena Swan research capacity building grants (up to 10 per year) have been available since AY 2016/17 and are now well established across the institution.
- Monitoring of uptake of the Retention scheme for academic staff.
- The roll out of a Job Sizing/Evaluation Framework for Administrative staff from May 2022 to facilitate progression of professional services staff in post, in addition to promotion opportunities via internal recruitment.
- Supports for career and leadership development – the Aurora Leadership Development programme is available annually for up to 20 women per year from across all staff categories.
- Introduction of a new mentoring scheme in AY 2021/22 for all staff categories.
- A UMT led working group on Precarious Employment – sorting out the present and planning for the future was established. Terms of Reference for the Working Group were agreed in May 2019.
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NUI Galway’s Domestic Violence Leave Policy

NUI Galway was the first Irish Higher Education Institution to introduce a Domestic Violence Leave Policy. The Policy was launched by the Minister for Further and Higher Education, Research, Innovation and Science, Simon Harris on the 26th of May 2021. The Policy provides for a period of paid time away from work for staff members who have suffered or are suffering from domestic violence or abuse. This leave will enable the staff member to take the time they need to seek assistance in a structured and supported environment. Minister Harris commented: ‘The introduction of the Domestic Violence Leave Policy at NUI Galway marks a critical step forward in ensuring that Higher Education Institutions are safe and supportive workplaces. I really want to commend NUI Galway for this important work, and I hope it will be the first of many institutions to adopt such a policy.’ Following this statement, Minister Harris wrote to every college in the country in June last year, urging them to follow suit. TCD, UCC, UCD and DCU have all committed to introducing similar policies in 2022. NUI Galway is a leader in the area and Dr Nata Duvvury has collated a case study exploring how ground-breaking research at NUI Galway on domestic violence as an economic issue, has had a fundamental role in shaping the global research agenda, legislation and policy.

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

StartsWithAName initiative

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

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

Learn more about StartsWithAName here.

The Alternative Eye - Pilot podcast series

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

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

Watch the StartsWithAName video here: https://www.youtube.com/watch?v=sblPgJDyOqU
Consent Framework Implementation

Sexual Violence and Harassment Prevention and Response Committee

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

Speak Out

Speak Out, a new online tool for anonymous disclosures on campus for staff and students, was officially launched in NUI Galway on the 5th of November 2021. Speak Out is a key goal for the NUI Galway Consent Framework Action Plan and will enable the University to collect data on incidents of bullying, cyberbullying, harassment, discrimination, hate crime, coercive behaviour, stalking, assault, sexual harassment, sexual assault, and rape, to assist us in the implementation of educational and policy initiatives and to signpost individuals to support services and help.

Speak Out is available at [https://nuig.speakout.ie/](https://nuig.speakout.ie/).

First Point of Contact Training

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

UniSAFE

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

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

**Moving Parts**

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

Green* Light

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

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

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

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

**University of Sanctuary**

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

In addition to the scholarship programme, the UoS focused on supporting students experiencing technological inequalities resulting from the pandemic. In collaboration with the Insight Institute for Data Analytics, the Galway Chamber, Camara Education Ireland and Trinity Access, the UoS Steering Committee provided 40 much-needed refurbished laptops to regional Irish Traveller and Roma support groups, and 12 desktops to a local direct provision centre through the Tech2Students initiative. Sanctuary Scholars who were not eligible for the Government’s Laptop Loan Scheme also received laptops resulting from collaborative efforts between the Access Centre, Student Services, the Chaplaincy, and the Hardiman Library.

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

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

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

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

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

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

Led by Caritas Italy, the EU 2022-24 EU-PASSWORLD project is funded through the EU’s Asylum, Migration & Integration Fund and is coordinated in Ireland by the UNHCR, Ireland and the Migrant and Refugee Rights Centre (Nasc). The EU-PASSWORLD project aims to widen labour and education pathways linked to community sponsorship in Europe. Community sponsorship is key to local integration and results in improved outcomes for refugees. It enriches and strengthens host communities, in addition to promoting positive attitudes towards refugees and migration.

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

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Equality, Diversity and Inclusion Annual Report

The College of Science and Engineering launched a short documentary - ‘From Tehran to Galway: Professor Afshin Samali’s journey from refugee to cancer research scientist’ in May 2022. By highlighting Professor Samali’s story, NUI Galway - a designated University of Sanctuary - hopes to inspire its community to be more accepting of cultural differences, open to new experiences and to better participate in welcoming our diverse community. The production tells the story of Professor Samali, Professor for Cancer Biology at NUI Galway, who came to Ireland as a refugee in his late teens in 1985. The short film highlights Professor Samali’s family’s experience escaping a conflict zone and their integration into Irish society. Professor Samali was born in Iran and is a member of the Bahá’í faith which advocates peace and unity and equality between men and women. As one of the Bahá’í leaders, Afshin’s stepfather was wanted by the authorities and potentially faced imprisonment and execution, like other Bahá’í leaders. Rather than denounce their religion, Afshin’s family abandoned their privileged life, and raised money to pay smugglers to take them from Iran, navigating treacherous mountains, ravines and deserts, and negotiated with boarder control to Pakistan where they registered as refugees with UNHCR. As part of a group of 26 refugees, Afshin’s family as were resettled in Ireland in response to Ireland’s humanitarian remit, and in December in 1985 the Samali family began their new life in Sligo.

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

The 1st of March 2017 was an historic and momentous day for the Irish Traveller community when the Irish Government formally recognised Irish Travellers as a distinct ethnic group. Irish Traveller Ethnicity Day marks the anniversary while celebrating Irish Travellers culture and heritage including music, craft traditions and language. The, now annual, celebration of Irish Traveller Ethnicity Day at NUI Galway is organised by the University’s Access Centre in collaboration with the Mincéirs Misl’d in Education project (MMIE), and continues the University’s tradition of partnerships with community groups and organisations to support and contribute to cultural and educational development, regionally and nationally.

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

The NUI Galway Irish Traveller Ethnicity Day celebrations was founded and organised by Owen Patrick Ward in 2019, with support from Imelda Byrne, Head of the Access Centre. The event was in partnership with NUI Galway’s Access Centre, School of Nursing and Midwifery, as well as the Office of the Vice-President for Equality and Diversity. The Equality, Diversity and Inclusion Project Fund sponsored the event1. With a group of 25 Traveller students attending the first event in 2019, the celebration continues to go from strength to strength with approximately 1,500 people attending various events during the celebrations this year.

President of Ireland, Michael D Higgins, led the opening of the week-long celebrations with a keynote address exploring rights and other issues for the Traveller community. There were further contributions from President of NUI Galway, Professor Ciarán Ó hÓgartaigh, VP for EDI, Dr Helen Maher, Traveller Education Officer, Owen Ward, and music by award winning traditional singer Thomas McCarthy.

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

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

Dr Helen Maher, Traveller Education Officer, Owen Ward with Mincéirs Whiden Society Committee members (2021/22), Michelle Mitchell, Auróra Gifford, Annie Marie Ward, Bernard Mclconagh, Luke Silke, Rebecca Sherlock, Anna Keane, Jason Sherlock and Emma Ward.

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

The Gender Identity Expression and Diversity project is a HEA funded collaborative partnership between five HEIs, including NUI Galway under the Gender Equality Enhancement Fund. This project builds on the capacity of a previous HEA funded project to further embed the Gender Identity, Expression and Diversity Training Programme for higher education staff which was initially developed and piloted in 2020/21 across five HEIs in the sector. Discrimination against LGBTQ+ people is often rooted in narrowly defined gender norms. By tackling these ideas, this initiative also seeks to tackle these discriminatory norms, thereby challenging unconscious bias and progressively embedding gender and sexual equality in institutional culture.

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

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

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

Let’s Talk About Race in the Higher Education Sector

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

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

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

Goal Five

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

Equality Impact Assessment (EIA)

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


Collection of Diversity Data

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

All members of staff are actively encouraged to complete their diversity characteristics on ESS to help provide the evidence base to ensure appropriate diversity and inclusion policies and interventions for all staff in the future.
Implementing the Public Sector Equality and Human Rights Duty - IUA Project

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

In setting out the assessment of equality and human rights issues, the IUA employs a values framework, presenting the key issues according to the values of: respect; agency; inclusion; participation; and social justice.

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

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

Useful links: IHREC_Public_Sector_Duty_Final_Web.pdf

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

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

The project is facilitated nationally by Values-Lab who are tasked with developing a coordinated approach for universities to implement the Public Sector Equality and Human Rights Duty. The process involved the determination of a values-based approach, assessment of human rights and equality issues, and validation of the assessment by the universities engaged in the project, in consultation with members of the identified groups under the Duty. The agreed core values which support the implementation of the public sector duty within the university system comprise:

- Respect
- Agency
- Inclusion
- Participation
- Social Justice

Priorities for AY 2022/23

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

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

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

Gender Equality

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

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

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

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

Sexual Violence and Harassment Prevention and Response

The programme of work to support our focus on sexual violence and harassment prevention and response in 2022/23 includes implementing the institutional, national and international actions. At institutional level we will continue to implement our objectives as outlined in the NUI Galway Consent Framework Implementation plan. We will also oversee the commencement of a policy integration project to review our overall policy framework for staff and students with reference to sexual violence and harassment. Key objectives are to ensure that policies and procedures are underpinned by a trauma-informed approach. The delivery of consent awareness training will remain a central objective in supporting student well-being, sexual health and safety. In addition, ‘First Point of Contact’ training for staff and students in positions of responsibility will continue to be rolled out. The EDI office will also support the broader sectoral objectives and activities of the Active* Consent Programme.

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

Universal Design and Accessibility

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

Data Management

The NUI Galway data infrastructure is a core element of the progression of EDI actions in relation to staff and students. Our emphasis on data management in the next academic year will include a comprehensive review, development and implementation of appropriate processes and procedures to fully utilise capacity within existing software and record systems to ensure the availability of consistent high-quality data to the OVPEDI and stakeholders. This will include defining the system requirements for EDI collection, reporting and management in collaboration with HRIS, the Student Digital Pathways Project Team and ISS staff.

Fostering an EDI Research Agenda

In 2022/23 the EDI office would like to collaborate with colleagues on the EDIC, EDICC and across the university to develop a profile of the existing research which has supported the broad field of research relevant to equality, diversity and inclusion. The development of a repository of published research by colleagues and students will strengthen both the theoretical and empirical evidence base which reinforces our EDI strategy. With this initial starting point, we would like to expand to develop a programme of research which will increase the effectiveness, impact and prominence of our work in the higher education sector. The commencement of the research process to develop an intersectionality index at the Centre for Global Women’s studies is one of the many examples where a research-informed approach can support our strategic objectives.
Sexuality, Gender Identity and Expression

Supporting the work of the LGBT+ staff network and student society is a key aspect of our equality agenda. Over the next academic year, we aim to increase the visibility of this work and to host networking and seminar events which help to shape the national agenda for promoting the rights and inclusion of LGBT+ people. Having sensitivities to the diverse needs and experiences of our LGBT+ community will also be integral to our policy and strategy actions in relation to gender, consent, race and accessibility. We aim to contribute to national initiatives to mark Pride and to increasing the national emphasis on LGBT+ in higher education with our colleagues in the IUA.

Thank You

As always, this work is dependent on the continued engagement, commitment and creativity of the Vice-Deans for EDI, the members of our committees and working groups, and our colleagues and students across the NUI Galway community. The EDI team would like to thank everyone for contributing to progressing the EDI Strategy 2020-2025 in such a dynamic manner.
Comhionannas, Éagsúlacht agus Cuimisiú Tuarascáil Bhliantúil 2021/22
Clár

Déalbh ‘Equality Emerging’ le John Behan.


Interóir
Teachtaraiacht ón Uachtarán Ó hOgartaigh
Réamhrá
Spríocanna Straitéiseacha EDI

Spríoc 1: Aithnítear cion gach duine i bpobal na hollscoile agus tá meas air
Athena SWAN
Greásáin Foime
Ailtheantas a thabhairt dóibh síud a bhfuil obair éachtach déanta acu do EDI
Tuarascáil an Ghrúpa Oibre ar an bhFoireann Taighde

Spríoc 2: Tugtar tacaíocht ghníomhach do gach comhalta foirne agus mac léinn de réir a gcuithniúchas chun a lánacaíomhaíocht a bhaint amach
Comhionannas Insinc
Rannpháirtiocht na Mac Léinn a Leathanú
Dearadh Uílioch agus Inrochtaithe
Meas a bheith mar Choilíuach in Ollscoileanna
Straitéis do Dhaoinne
Cláir Mheantóireachta
Athbhreithniú an Ghrúpa Oibre ar Acmhainní Seirbhíse Gairmiúla i gColáiste na nDán, na nEolaíochtaí Sóisialta & an Léinn Cheiltigh (CASSCS)

Spríoc 3: Déanfaidh OÉ Gaillimh cleachtas mualacha EDI
a bhru chun cinn san Earnáil Ardoideachais
Tuariscú ar Bhearma Phá idir na hInscri
Polasaí maidir le Socire Foréigín Baile OÉ Gaillimh
An Tionscnamh StartsWithAName
The Alternative Eye - sráth phhiolótaoch podchraoltait

Spríoc 4: Cultúr campais a chothú atá fáilteach, cuimsitheach, saibhailte agus saor ó idirdhealú
Cur chun feidhmte an chréite san Ollscoil
Ollscoil Teampaíonn
Mincéirs Misl’d in Education: Neadú Chultúr agus Stair Phobal Taistealaithe na hÉireann
Oiliúnt maidir le Léiriú Féiniúlacht Inscne & Éagsúlacht a Leabhú – Dea-Chleachtais a Choilíu i nInstitiúidí Ardoideachais na hÉireann
Let’s Talk About Race in the Higher Education Sector

Spríoc 5: Peirspictíocht an chomhionannais a leabh san obair ó là go là ar fud na bhfeidhmheanna go leir
Measúnacht Tionchar Comhionannais (EIA)
Bailiú Sonraí Éagsúlachta
Dualgas na hÉarnála Poibli agus leith Chomhionannass agus Chearta an Duine
– Tionscadal de chuid Chumann Ollscoileanna na hÉireann (IUA)
Tosaochtaí don Bhliain Acadúil 2022/23
Agus túis curtha agam le mo théarma mar Leas-Uachtarán Comhionannais, Éagsúlachta agus Cuimsithe (VPEDI) in OÉ Gaillimh in Eanáir 2022, ba mhaith liom mo bhuíochas a ghabháil go speisialta le Aoife Cooke, Niamh Gallagher agus leis an Dr Laura Loftus as an bhfáilte chroíúil agus an tacaíocht a thug siad dom ó thosaigh mé. Tá an t-ádh liom a bheith ag obair le foireann chornn diograisceach sin san Oifig Comhionannais, Éagsúlachta agus Cuimsithe a phlé an oiread sin i graitheacht agus in éineacht le na Leas-Deín EDI. Tá ríméad orainn a bheith in ann aitheantas a thabhairt sa Tuarsáil Bhliantúil do Chomhionannas, Éagsúlacht agus Cuimsithe 2021/22 do roinnt de na gníomhaíochtaí forleathana ar tugadh fúthu chun clár oibre EDI OÉ Gaillimh a chur chun cinn i níth na bílána acadúla 2021/22. Ba mhaith liom freisin mo bhuíochas a chur in iúl as an obair agus an tacaíocht a thug an tUachtarán Ionaid agus Meabhránaí, an Ollamh Pól Ó Dochartaigh, a bhí freagrach as clár oibre an EDI sa tréimhse sular bhíonn mise leis an bpost seo.

Ag tógáil ar an gcur chuige forásach i leith an chomhionannais a neadaíodh faoin VPEDI roimhe seo, an tOllamh Anne Scott, léiríonn an tuarascáil bhliantúil a rannpháirtí is a bhí an oiread sin de phobal na hollscóil mar leibhéal agus cáilte an stair an domhan ó 1839 leis an 2012. Léiríonn an clár oibre comhionannais ilghnéitheach seo atá leagtha amach sa tuarsáil bhliantúil seo an fhís agus an tiomantas chun dul i ngile leis an athrú córasach agus cultúir atá mar bhonn eolais don obair seo.
Agus muid ag druidim le deireadh bliana acadúla eile, tá an-áthas orm an teachtaireacht seo a scríobh chun aitheantas a thabhairt don tiomantas do EDI atá léirithe sa Tuarascáil Bhliantúil do Comhionannas, Éagsúlacht agus Cuimsiú 2021-2022.

Leitirtear an eagsúlacht sin sa tuarascáil bhliantúil seo, mar aon le fuinneamh agus rannpháirtíocht phobail OÉ Gaillimh i gcothú na héagsúlachtaí sin, agus e mar thaca leis an rgné larnach seo de straitéis na hollscóile. Tá an eagsúlacht oibre a dheantar chun comhionannas a chur chuig cinnt ag éirí níos folaísa sa chineál gniomhaíochtaí atá á bhfoithiú, á tharlú agus á gcuir i bhfeidhm ag OÉ Gaillimh.

Tá tionchar leanúnaigh ag níonraí formhair ar an tsúitseachadh atá ag rith i gcoinne an Phobail agus an Rannpháirtíocht. Léiríonn an éagsúlacht seo arís do lán de Chomhoibriú na hÉagsúlachtaí, atá ina n-áthasúil, agus tá an tionscéal ag an tsaothar a bhaint faoi shaothar a bhaint faoi dhaoine nó do chearta atá an-áthasúil.

Tá rudaí éagsúla anseo in OÉ Gaillimh, agus táimid bródúil astu. Léirítear an éagsúlacht sin sa tuarascáil bhliantúil seo, mar aon le fuinneamh agus rannpháirtíocht phobail OÉ Gaillimh i gcothú na héagsúlachtaí sin, agus mar thaca leis an rgné larnach seo de straitéis na hollscóile. Tá an éagsúlacht oibre a dheantar chun comhionannas a chur chuig cinnt ag éirí níos folaísa sa chineál gniomhaíochtaí atá á bhfoithiú, á tharlú agus á gcuir i bhfeidhm ag OÉ Gaillimh.

Teachtaireacht ón Uachtarán
Ó hOgartaigh

Scribh filé Bhithe Febste Louis McNiece in dhádh ‘Of things being various’.

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

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

Léiríonn an éagsúlacht seo ár dtiomantas dár luachanna, mar atá, meas, oscailteacht, barr feabhais agus inbhuanaitheacht, luachanna a chaitheamar a athnuachan agus a athrá gach lá.

I mbliana, chuireamar fáilte roimh Helen Maher mar Leas-Uachtarán nua Comhionannais, Éagsúlacht agus Cuimsíú i ndiaidh don Ollamh Anne Scott dul ar scoir. Ina theannta sin, ba mhaith liom moladh a thabhairt don Uachtarán Ionaid agus Meabhránaí, an tOllamh Pól Ó Dochartaigh, a bhí freagrach as an stiúrthóireacht comhionannais, Éagsúlacht agus Cuimsíú ar bhonn eatrach, sular thosaigh Helen i mí Eanáir.

Chuireamar cuimsí leis an teideal chun aitheantas a thabhairt don ról a fheicimid é. Tá cuimse agus réimse leathan taithí ag Helen i raon suíomhanna éagsúla, agus cuirfidh an taithí sin le do thoil sa tionscadal an-áthasúil i ndiaidh i gcomhthéacs ár dtiomantais críche a chur chun cinn agus do chuid na d'Taistealaithe a cheiliúradh.

Is léiríú iad na tionscnaimh ar nós an chlár faisnéise ar thuras pearanta agus gairmiúil an Ollamh Afshin Samali agus an tionscadal EU PASSWORLD ar nualaithecht threise in OÉ Gaillimh.

An tOllamh Ciarán Ó hÓgartaigh, Uachtarán, OÉ Gaillimh

An tOllamh Ciarán Ó hOgartaigh
Uachtarán, OÉ Gaillimh
Réamhrá

Soláthraíonn Straitéis OÉ Gaillimh don Chomhionannas, Éagsúlacht agus Cuimsíus 2020-2025 create leathan ina n-eidh féin a rgníomharchothaísonaí a chur chun cinn chun tacaí le hollscóil atá á eagsúil, comhfhoghlaim agus cuimsítear le bhealacht inbhunaithe agus bunathraithe. Tá Tuarsaíl Bhliantúil EDI 2021/22 leagtha amach de réir chúig sprioc chomh maith de réir chúig sprioc uileghabhálacha agus bunathraithe. Tuairiscíonn an bhearna pá a chionadh in éadhmh i leith faoi leith leis an taighde seo i láthair Gaillimh anois chun an bhearna pá inscne thar Tá tacar sonraí cuimsitheach ag OÉ Gaillimh anois chu an bhearna phacair inscne. An bhearna pá is iomráid dhóilhcháil a bhfuil breis abharthacht faoi leith leis an taighde seo a bhfuil freisin chun an bhearna pá inscne thar an bhearna pá inscne cuimsitheach agus na idirnáisiúnta na mban fuinneamh agus éagsúlacht. An bhearna pá is iomráid dhóilhcháil a bhfuil freisin chun an bhearna pá inscne thar an bhearna pá inscne cuimsitheach agus na idirnáisiúnta na mban fuinneamh agus éagsúlacht. An bhearna pá is iomráid dhóilhcháil a bhfuil freisin chun an bhearna pá inscne thar an bhearna pá inscne cuimsitheach agus na idirnáisiúnta na mban fuinneamh agus éagsúlacht.

Tá tacar sonraí cuimsitheach bailithe ag OÉ Gaillimh anois chu an bhearna phacair inscne. An bhearna pá is iomráid dhóilhcháil a bhfuil freisin chun an bhearna pá inscne thar an bhearna pá inscne cuimsitheach agus na idirnáisiúnta na mban fuinneamh agus éagsúlacht. An bhearna pá is iomráid dhóilhcháil a bhfuil freisin chun an bhearna pá inscne thar an bhearna pá inscne cuimsitheach agus na idirnáisiúnta na mban fuinneamh agus éagsúlacht.
Is é an phríomhaidhm straitéiseach atá againn cultúr comhionannais, éagsúlachta agus cuimsithe a chumasú, a chumhachtú agus a leabú ar fud OÉ Gaillimh chun dul chun sochar do phobal iomlán na hollscoile agus a chinnteoídh go mbeidh OÉ Gaillimh in ann a lánacmhainneacht a bhaint amach.

Comhlíonfaidh na spriocanna seo a leanas an misean sin:

1. **SPRIOC 1:** Aithnítear cion gach duine i bpobal na hollscoile agus tá mess ar

2. **SPRIOC 2:** Tugtar tacalocht gníomhach do gach comhalta foime agus mac léinn de réir a gcuid riachtanas chun bair a grúm a thabhairt amach

3. **SPRIOC 3:** Déanfaidh OÉ Gaillimh cleachtas nuáilacha EDI a thiomáint san Earnáil Ardoideachais

4. **SPRIOC 4:** Cothófar cultúr campais atá fáilteach, cuimsitheach, sábháilte agus saor ó idirdhealú

5. **SPRIOC 5:** Peipsciplochtai an chomhionannais a leabú san obair ó lá go lá ar fud na bhfeidhmíonna go léir
Gradaim Athena SWAN

Tá lúcháir orainn a thuairisciú gur éirigh le OÉ Gaillimh a gradam institiúideach Cré-umh a athnuachan in 2021. Leighigh aiseolas ón bpainéal measúnaithe gur iarratas láidir a bhí ann mar léiriocht roinn d’éachtach na hinsí húdtaic agus i ag féachaint le cothromú inscne a bhaint amach, agus ag an am cianna aithnithe go bhfuil duíshán leanúnachacha agus suntasachacha ann in iúcháil.

Mhol an painéal go háirithe na bearta a rinneadh chun aghaidh a thabhairt ar ghradam Cré-umh a thiar breis is mó de 2019 chun a dhéanamh chun aghaidh an iarratas san iomlán chun a deacrachtaí an fhoireann inscne a chruthú, agus tháinig sé is fáth a thabhairt ar an iarratas san iomlán. Tá an gradam Institiúideach grúpa mileageach (EAG) le haghaidh aonairí a bhí i gceist as 40 dáta sna seachtain ar fhoireann umscoileann. Mhol an painéal anghaithintí a thabhairt dó a chur ar an bpróiseas a dhéanamh chun a bhfuil tú chun a mhachtadh.

Tá an gradam Institiúideach i bhfeidhm ón Aibreán 2025 agus tá an gradam Institiúideach Cré-umh a mathú i mbéar i 2022/23.

“Athnítítear cion gach duine i bpobal na hollscoile agus tá meas air…”

Tá an gradam Institiúideach i bhfeidhm ón Aibreán 2025, agus a bhí in ann a dhuine a bheith in ann a mhúintear air féin i gceannas an tseachtain a bhí ina dhiaidh sin. Tá an gradam Institiúideach i bhfeidhm ón Aibreán 2025 agus a bhí in ann a mhúintear air féin i gceannas an tseachtain a bhí ina dhiaidh sin. Tá an gradam Institiúideach i bhfeidhm ón Aibreán 2025 agus a bhí in ann a mhúintear air féin i gceannas an tseachtain a bhí ina dhiaidh sin.
Spéis acu iontu don bhliain roimhna.
Maithe dúinn maidir le himeachtaí a mbeadh bhí neart i láthair. Thug na baill roinnt moltaí Réachtáladh dhá mhaidin chaife i Sult, agus do gach ball teacht le chéile le haghaidh caife.
I mí Mheán Fómhair, thug an Gréasán cuireadh. Agus muid ag tnúth le bheith ar ais ar an gcampas Gréasán Ban na hOllscoile - Gréasáin Foirne.

Comhionannas, Éagsúlacht agus Cuimsiú
agus Eolaíochta, Simon Harris TD, i láthair. agus Ardoideachas, Taighde, Nuálaíochta Advance HE, agus bhí an tAire Breisoideachas Fómhair 2021 ag taispeántas fíorúil a reáchtáil ceiliúradh ar a gcuid éachtaí an 20 Deireadh Fheidhmeach agus an Institiúid. Rinneadh Nádúrtha, Matamaitic, Staitisticí & Matamaitic Ceimic, Síceolaíocht, Leigheas, Eolaíochtaí (Aibreán 2020), Altranas agus Cnáimhseachas, Físic Gradaim Scoile lena ngradam Cré-umha Athena SWAN.

Baill SAT, Scoil an Altranais agus an Chnáimhseachas, gcoinne OÉ Gaillimh agus ar éirigh léi, rud a chuir Skeffington, a thóg cás idirdhealaithe inscne i ar n-iar-chomhghleacaí, an Dr Micheline Sheehy Vótála na mBan in Éirinn i 1908, agus a gariníon, Skeffington, bunaithe Chonradh Chearta agus don mharthanacht a léirigh Hanna Sheehy an tsraith léachtaí seo in ómós don mhisneach Bhliantúil Sheehy Skeffington ar Zoom. Bunaíodh na hEolaíochtaí Sláinte Cré-umha Samhain 2021 Eolaíochtaí Nádúrtha & Matamaitic Matamaitic, Staitisticí Síceolaíocht Ceimic Cnáimhseachas Altranas & Cré-umha Aibreán 2020 Gnó & Eacnamaíocht Fisic Leigheas SCOIL GRADAIM

Baíonn aon tús leis an iarracht atá ar bun san institiúid anois ar chomhionannas inscne a bhaint amach. Ce go bhfuil d'fhoilseachtaí oiliúnaí ina lár leacht gan mna a bhí chomhionannas de chuid na n-eolaíochtaí agus na n-dhuine a d'fhág le haghaidh caife, chuir Catherine chéad taithí in Éirinn agus eolaitheoirí eagraíochtaí.
Líonra Foirne Idirnáisiúnta

Cé gur Líonra ‘fíorúil’ ó seoladh é in earrach 2020 e, lean an ISN lena chuid oibre go cianda i rith na bliana 2021/22 le maidineacha caife fíorúla agus cruinnithe halla an bhailé. Tá 150 ball cláraithe agaín faoi láthair, ó thuairim is 35 tir ar fud an domhain. Thiandú an líonra an chéad chuinníu cinn bliana an 5 Samhain 2021 agus moladh roinn aithrí thabhairtachta ar thitheanacht an ISN. Reáchtáil mar feachtas agus bhaíonnmar ar spróic amach ionadadócht a bhéith agaín mar gCormharrle Acdáil Údarás na hOllscoile: Toghadh cúige de cheiste feidhmiúchán an ISN ar an gCormharrle Acdáil Údarás, agus toghadh an Comhchaitheoiríleach ar Údarás na hOllscoile. Tá ionadadócht agaín freisin ar an gCóiste Comhionannais, Éagsúlacht agus Cuimsithe (EDIC). Is bualaphointí suntasacha iad seo de ISN, agus tá slí ag teaghlach le chur chuspóir den chruinniú seo féin. Tá 150 ball cláraithe againn faoi láthair, ó thuairim is 35 tir ar fud an domhain.

“Tá 150 ball cláraithe agaín faoi láthair, ó thuairim is 35 tir ar fud an domhain.”

Chuireann leis an Eolas Fáilte a fraightear ar rannpháirtíocht an chomhtháin foirne uíomhaíochta uíomhaíochta uíomhaíochta uíomhaíochta.

Ar an 11 Márta reáchtáil an chomhtháin foirne chomhalta foirne nua ó Acmhainní Daonna trí rannóga ar leith a chur isteach dóibh siúd a fhostaítear ó thíortha eile ar shaincheisteanna cánaí, cáipéisí riachtanacha agus constaí rialta, agus cuirimid eolas rialta ar fáil ar laethanta iomduchtúcháin.

Reáchtáil an ISN a chéad imeacht ar an láthair, ‘Ceiliúradh an Earraigh’, an 27 Aibreán 2022 ar charpaí na hOllscoile agus ba í an Dr Helen Maher, Leas-Uachtarán Comhionannais, Éagsúlacht agus Cuimsithe in OÉ Gaillimh, a thug an t-aitheas fáiltithe. Bhí lúcháir ar an ISN fáilte a chur roimh leasa tar éis a chuid imeachtaithe a bhéith ar leine le tréimhse na meáin.

Éagsúlacht agus Cuimsithe in OÉ Gaillimh). Bhí siúil maith i láthair agus pléad saincheisteanna an chomhionannais ciniocha agus na dushláin trasnacha a bhaineann le chlár oibre an EDI.

Reáchtáil an ISN a chéad imeacht ar an láthair, ‘Ceiliúradh an Earraigh’, an 27 Aibreán 2022 ar charpaí na hOllscoile agus ba í an Dr Helen Maher, Leas-Uachtarán EDI, a thug an t-aitheas fáiltithe. Bhí lúcháir ar an ISN fáilte a chur roimh leasa tar éis a chuid imeachtaithe a bhéith ar leine le tréimhse na meáin.
Líonra Foirne LGBT+

Agus deireadh tagtha le bliain acadúil a thosaigh le himeachtaí fíorúla/cumais ag a chríochnaigh le gach gníomhaíocht a bhí ar ais ar an gcampaís arís, ba mhaith liom buíochas a ghabháil leis an gcoiste agus le baill Líonra Foirne LGBT+ as a gcuid obre leanrúcha agus an tacaíocht a thug siad dár n-aidhmeanna i níth threitheas thar a bhíodh dúshlánaíocht. Le líom na bliana acadúla 2021/22, mar bhaili de Choiste Líonra Foirne LGBT+, tá na n-eolas a dantaí ag baill an choiste:

- mar chuid de Galway Pride/Bród na Gallimhe, rinne Líonra Foirne LGBT+ aisteoireacht ar shineáltaí oscailte: Conversion Therapy in Ireland – Next Steps and Raising Awareness' ina raibh Orlaith Nic Cába, Oifigeach Cearta Inscne agus LGBT, Comhaltas na Mac Léinn in OÉ Gaillimh, Bili Foley, Líonra Sláinte Aeraigh, agus Steve Jacques agus Adam Long, Contasaimh Naisiúnta LGBT (11 Liúna 2021);
- chuidigh le feachtas a d'eagraigh Barra Ó Donnabháin, Coláiste na hOllscoile, Corcaigh, in aghaidh Flourish, an clár nua Oideachais Reiligíúin agus Shóisialta i mBunscoileanna (Meán Fómhair 2021);
- cuireadh tús an athuair leis na cruinnithe sóisialta do bhaili le Líonra ar an gcampaís. 3 Dubhán 2023. (Pictiúr de Chuid Stílí, Rodhain) an Dr Declan Coogan an pictiúr seo ra linn ar cheann de thorthaí an Tionscnaimh: Mapping LGBT+ Lives is it a sin é? A phríomháilteachtaí agus mic léinn as na ghníomhaíochtaí a dhéanann an AE sa gcomhionannais chuidiú ar an teaghlach agus Is Éagsúlacht. (Mean Fómhair 2021);
- cuireadh tús an atuar leis na crhuinnithe sóisialta do bhaili le Líonra ar an gcampaís. 3 Dubhán 2023. (Pictiúr de Chuid Stílí, Rodhain) an Dr Declan Coogan an pictiúr seo ra linn ar cheann de thorthaí an Tionscnaimh: Mapping LGBT+ Lives is it a sin é? A phríomháilteachtaí agus mic léinn as na ghníomhaíochtaí a dhéanann an AE sa gcomhionannais chuidiú ar an teaghlach agus Is Éagsúlacht. (Mean Fómhair 2021);
- cuireadh tús an atuar leis na crhuinnithe sóisialta do bhaili le Líonra ar an gcampaís. 3 Dubhán 2023. (Pictiúr de Chuid Stílí, Rodhain) an Dr Declan Coogan an pictiúr seo ra linn ar cheann de thorthaí an Tionscnaimh: Mapping LGBT+ Lives is it a sin é? A phríomháilteachtaí agus mic léinn as na ghníomhaíochtaí a dhéanann an AE sa gcomhionannais chuidiú ar an teaghlach agus Is Éagsúlacht. (Mean Fómhair 2021);
- d’fhreastail ar cheann de thorthaí an Tionscnaimh: Mapping LGBT+ Lives at NUI Galway faoi bhfráid agus foilsíodh ar ARAN í (Deireadh Fómhair 2021) https://doi.org/10.13025/ekzy-ty82;
- moladh curtha isteach agus maoinítaigh le haghaidh taighde ar stair institiúideach OÉ Galímaigh in ndeantaí fhoirse, ar an roil a bhí ag an ollscoil i bhforbairt agus i gcruinniú gach nduine do dhaoine LGBT+ (Febhra 2022);
- rinne aisteoireacht ar sheimínneadh gréasáin ar Chruinniú LGBT+ a Chuir Chun Cinn in Institiúidí Ardóideachas. Rinne an Dr Fachiara Ó Súilleabháin (UCC) agus an Dr Helen Maher (OÉ Galímaigh) cur i lathair (4 Feabraigh 2022);
- rinne poiblíocht agus aisteoireacht ar phlé panrais le an Strachtaí do Bhroil Bhród LGBT+ is measc na nGiceach, na Romach agus Taistealaíth na hÉireann mar chuid de cheiliúradh Eitneachta Taistealaíth na hÉireann an 28 Februaigh agus an 1 Marta 2022;
- thacaigh le Bigil na Gaillimhe i gcoinne an Fhuatha nuair a dúnmharaíodh beirt fear in Sigeach (16 & 17 Aibreán 2022);
- obair leanrúcha leis an gCú Ballaghoilúilthigh LGBT+ in OÉ Galímaigh tri Oifig an Leas- Auchtáraí EDF. Tá an tionscnaimh seo oscailte do chomhthallacht foireann uile OÉ Galímaigh a thaighdear an lárthais go bhfuil go mbeidh timpeallacht shábháilte agus cuimsitheach ann don fhoiniúrach agus do na mic léinn ar fad beag beannar a bhfeadh lándhghnés agus insinc. Tá túilleadh eolas, acmhainní agus naísc chlárúach ar fáil ar www.nuigalway.ie/equalityanddiversity/lgbt/ally/#
- Bhi ball eagsúil den choiste páirteach i bple/cruinnithe leis an Uachtáraí, an Leas-Uachtáraí nuacheaptha don EDF, an Dr Helen Maher, Coiste Campais EDF, an Coiste um Fhoréigean Gnéis agus Ciapadh Gnéis a Chosc agus Freagairt de, agus bhi siad in daingniúil le hollscóileanna eile sa Líonra Foirne LGBT+ Uile-Éireann nua sna Institiúidí Ardóideachas.
- Tá atruithe tagtha ar an gCúisté Feidhmíochúch le bliain arús agus ar bhí an Crúinín Cinn Blianna ann an 4 Februaigh 2022. Ba mhaith liom slán a fhágáil ar an Dr Declan Coogan, Cathaoirleach Choiste Feidhmiúchán Líonra Foirne LGBT+ OÉ Galímaigh.
Aitheantas a thabhait díolh siúd a bhfuil obair eachtaí déanta acu do EDI

Gradam Michael McDonagh do Shármhaitheas Lucht Tacaíochta Phoblachtíochta Taistealaithe na hÉireann

Bunaíodh Gradam Michael McDonagh do Shármhaitheas Lucht Tacaíochta Phoblachtíochta Taistealaithe na hÉireann i mbliana chun aitheantas a thabhait d’iarraightí sármhaithe na gcomhaltaí foirme sin a léirigh ceannaireacht maidir le rannpháirtíocht an phobail a chur i stáir agus i gcultúr Tacaíochta na hÉireann, rannpháirtíocht iomlán Taistealaithe na hÉireann san oideachas agus cearta an duine Taistealaithe na hÉireann a chur chun cinn. Ainmníodh an gradam in ómós do Michael McDonagh, nach maireann, a sheas an fód ar son Taistealaithe na hÉireann le breis agus caoga bliain. Bronnadh an gradam ar an Dr Helen Casey agus ar an Dr Deirdre Hardiman ag searmanas oscailte Lá Eitneachta na dTaistealaithe OÉ Gaillimh an 28 Feabhra as an obair éachtach atá déanta acu chun tacú le Taistealaithe na hÉireann díol ar aghaidh chugam ar ardteachas. Bronnadh ballraíocht saoil i gCumann Mincéirs Whiden ar chéimí de chuid OÉ Gaillimh, Jason Sherlock, freisin.

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

Tá Leas-Deáin EDI agus Bainisteoir Tionscadail Choláiste an Leighis, an Altranais agus na nEolaíochtaí Sláinte (CMNHS) ag obair chun scéimeanna nua aitheantais foirme a thabhairt chun a fhhorbairt. Bronnadh Gradam Dhéan CMNHS in 2020 agus 2021 chun a thabhairt. An tUasal Michael Smith, an Dr András Kötő, an Dr Deirdre Hardiman agus an Dr Helen Casey, ar bronnadh Gradam Michael McDonagh do Shármhaitheas Lucht Tacaíochta Phoblachtíochta Taistealaithe na hÉireann orthu.

An Dr Deirdre Hardiman agus an Dr Helen Casey, ar bronadh Gradam Michael McDonagh do Shármhaitheas Lucht Tacaíochta Phoblachtíochta Taistealaithe na hÉireann orthu.


Seoladh an scéim Atithéantaí Foirne #SayThanks 20/21 i mí Dheireadh Fómhair 2020. Bhí an fhoireann chun ‘nótaí buíochais’ a chur chuig a gcomhghleacaithe gach mí tríd an bhfeasachán EDI. Bhí an fhoireann thar a bheith déanta uaireanta ar feadh dó chéimí de chuid #SayThanks, agus cuireadh an fhoireann chun a fháilteachas a thabhairt chuig aochair agus iad siúd a fuair ceann.

“The #SayThanks initiative is lovely. Well done and thanks.”

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

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

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

Buaitheoirí Ghradaim Dhéan CMNHS 2021
Suaitheantas Digitalteach sa Dearadh Uílioch don Phoghlaim (UDL)

Is cur chuige é Dearadh Uílioch don Phoghlaim (UDL) i leith teagasc agus measúnaithe ag leagan béar a bhéar a eogadh, ar sholúbthacht agus ar rogha, agus an aitdhúil atá le chéile éagsúlacht a bhaint amach. Bhí 300 ainmniúchán fhoireann faighte do na ceann do dhuine aonair agus ceann d’fhoireann na Gradaim, bhí dhá ghradam ann gach bliain, agus cuirtear na físeáin ar fáil do chomhaltaí ag cur síos ar a gcur chuige i leith an teagasc, sin, ar na buaiteoirí físeán gearr a dhéanamh chun cinn. Is ainmniúchán oideolaíochta é an chuid de na Gradaim, agus cuirtear na físeáin ar fáil do chomhaltaí ag cur síos ar a gcur chuige i leith an teagasc.

Is é an tainisteachtaíocht an chumhachtanna i gcomhoimsíocht an phobail agus an tionscadail, agus is é an tionscadail sa chumhachtanna i gceannasacht, nó i gceannasacht le haghaidh an tionscadail. Tá an bhfoireann taighde sa clú sa bhunadh imeachtaí ar an úsáid lomaicló a timpealladh i bhfoireann na hOllscoile an tSiúrthaíocht, agus de bhogadh an chumhachtanna i gceannasacht sa bhunadh imeachtaí le haghaidh an tionscadail.

An Droichead Tuaisceartigh, an Droichead Theasgarach, agus an Droichead Teagascchuimsitheach bhí an-chéad uair eile a chur ina stáitse leis an bhfoireann. Tá an cheist agus an duine aonair a chur ina stáitse leis an bhfoireann. Tá an cheist agus an duine aonair a chur ina stáitse leis an bhfoireann. Tá an cheist agus an duine aonair a chur ina stáitse leis an bhfoireann.

Gradamán an Díin don Teagasc Cuimsitheach – Coláiste an Gníodh, an Bhheartais Phobhlí agus an Dlí

Bunaíodh Gradamán an Díin don Teagasc Cuimsitheach i nGníodh, an Bhheartais Phobhlí agus an Dlí (CERP) in 2019 mar phriomhchuid de phoghlaimchúchadh na hOllscoile. Tá an t-áit eolasach leis an t-áit eolasach leis an t-áit eolasach leis an t-áit eolasach leis an t-áit eolasach leis an t-áit eolasach leis an t-áit eolasach.

Tuarascáil an Ghrúpa Oibre ar an bhFoireann Taighde

Tá t-áit eolasach leis an t-áit eolasach leis an t-áit eolasach leis an t-áit eolasach leis an t-áit eolasach leis an t-áit eolasach leis an t-áit eolasach.

| Léicó Suaitheantais Oscailte don Dearadh Uílioch don Phoghlaim (UDL) atá i gceist as an t-áit eolasach leis an t-áit eolasach leis an t-áit eolasach leis an t-áit eolasach leis an t-áit eolasach leis an t-áit eolasach leis an t-áit eolasach. | }
Plean Gníomhartha
Comhionannais Inscne 3 (GEAP3)

Cheadaigh EDIC agus Údarás na hOllscoile an tríú Plean Gníomhartha Comhionannais Inscne (GEAP3) i mí Dheireadh Fómhair 2021. Aithníonn an plean a ceadaíodh gníomhartha faoi na téamaí leathana Cultúr Eagrúcháin agus Cothromaíocht Oibre agus Saol; Cothromaíocht Inscne sa Cheannaireacht; Earcaíocht Comhdheiseanna agus Dui Chün Cinn Gairme; Inscne i dTáighde agus i dTeagasc; Foréigean Inscne-Bhunaithe lena n-áirítear Gnéaschiapadh; agus Comhionannas Inscne agus Trasnachas.

Tá na téamaí seo ag teacht leis na 5 cheanglas ábharbhunaithe arna moladh ag Pleananna gníomhaíochta comhionannais inscne Horizon Europe.

Comhtháthaíonn GEAP3 plean gníomhaíochta Athena SWAN 2021, gníomhaíochtaí comhionannais inscne ón straitéis EDI 2020-2025, gníomhaíochtaí ata fós le deanrann o GEAP 2 agus gniomh a gheallann cu chur i bhfeidhm an Chreata Tolithí cheun agaídís a thabhairt ar thorideach gneasach agus ciapadh.

Grúpa Comhairleach Seachtrach ar Chomhionannas Inscne (EAG)

Tionólaíodh cúigiú cuairt bhliantúil an Grúpa Chomhairleach Seachtrach ar Chomhionannas Inscne (EAG) go fóill Déaradaoin, an 13 Bealtaine 2021.

Soláthraíonn an Grúpa EAG do Chomhionannas Inscne, a bunúodh in 2017 tar éis mhíoladh o Thasachóraí Comhionannais Inscne OÉ Gallíinm, saineolais, treoir agus dearbhú seachtrach don Ollscoil ar bhonn leanúnaíochtaí maidir le chur chun cinn an chomhionannais inscne. Bhuaí an Grúpa EAG leis an Uachtarán, an Leas-Uachtarán Taighde, an Dhean Staidéir Iarchéime, an Stiúrthóir Acmhainní Daonna agus baill den Choiste Campais Comhionannais, Éagsúlacht agus Cuimsiú (EDICC) agus Coiste nua Comhionannais, Éagsúlacht agus Cuimsiú (EDIC) Údarás na hOllscoile.

Tugtar tacaíocht gníomhach do gach comhalta foirne agus mac léinn de réir a gcuid riachtanas chun a lánacmhainneacht a bhaint amach
Seachtain Idirnáisiúnta na mBan 2022

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

Tionscnamh do Cheannaireacht Shinseach Acadúil (SALI)

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

Tá sé motha go moineofar an dara post, Ollamh le hEacnamaíocht Fheidhmeach do Bheartas Poiblí, an babhta seo ach níl sé ceartach faoi láthair mar gheall ar shrianta buiséadacha an rialtais.

San iomlán, rinneadh 33 iarratas ar bhabhta 2020/21 SALI. I ndiaidh do phainéal saineolaithe idirmínsiúnta meastóireacht neamhspleách a dhéanamh, tá maoiniú tugtha ag an ÚAO do 10 bpost bunaithe ar mholtai an phainéil. Cuireann sé seo lenar rathúlacht sa chéad bhabhta ghlaoine in 2019/20, inar cheadaladh an UAO maoiniú do dha phost cheannaireachta shinseach Acadúil do OÉ Gaillimh i réimis na hínnealtóireachta agus Sláinte Dónaí Choláiste.

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Rannpháirtíocht na Mac Léinn a Leathnú

Aithnítear in OÉ Gaillimh gur féidir le bacainn éagsúla eacnamaíochta, sóisialta agus cultúrtha cur isteach ar líon mór den daonra páirt bhríoch a glacadh san ardoideachas. Dá réir sin, tá go leor tacaíochtaí forbartha againn thar shaolré an mhic léinn chun a chinntiú gur féidir le grúpaí faoi ghannionadaíocht sa tsochaí rochtain a fháil agus páirt a glacadh san ardoideachas. Máidir le rochtain ar an ardoideachas, cuireann OÉ Gaillimh roinnt bealaí iontrála malartacha ar fáil chuig mhic léinn faoi ghannionadaíocht rochtain a fháil ar an Ollscoil (Feach Tábla 1 d’Iontrálaithe Nua in aghaidh na bliana).

Maidir le rochtain ar an ardoideachas, cuireann OÉ Gaillimh roinnt bealaí iontrála malartacha ar fáil chuig mhic léinn faoi ghannionadaíocht rochtain a fháil ar an Ollscoil (Feach Tábla 1 d’Iontrálaithe Nua in aghaidh na bliana).

<table>
<thead>
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<th>2017</th>
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<td>166</td>
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<td>162</td>
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<tr>
<td>Tacaiocht HEAR</td>
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<td>68</td>
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<td>Fluántas DARE</td>
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<td>106</td>
<td>94</td>
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<tr>
<td>Tacaiocht DARE</td>
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<td>Bonnstaidear</td>
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<td>Bealach Iontrála do Mhic Léinn Lánfhásta</td>
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<td>73</td>
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<tr>
<td>An Clár Rochtana do Mhic Léinn Lánfhásta</td>
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<tr>
<td>Clár Rochtana do Lucht Fágála Scoile</td>
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<td>Iomlán</td>
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<td>738</td>
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Tá go leor buntáistí ag baint le bealaí malartacha iontrála do mhic léinn faoi ghannionadaíocht le rochtain a fháil ag ardoideachas, ach is fearr arís na buntáistí a bhaineann lenár gcur chuige féin a chur a spreagadh do mhic léinn. Is féidir leis an fhéin a cheart a fháil go dtí OÉ Gaillimh in a chás a mhic léinn agus a mhic léinn lánfhásta leis an t-áthas ór a bhfuil a bhaint amach chuig an gníomh oideachais, sóisialta agus cultúrtha na gceithreannaíochta na Meochú. Cuimhneann an t-áthas seo a thabhairt chuig mhic léinn ná a bhaint amach go mór le haghaidh na rannpháirtíochtaí a bhfuil a bhaint amach tar éis a chur i bhfeidhm i réimísí an ár rannpháirtíochtaí. Tá go leor buntáistí ag baint le bealaí malartacha iontrála do mhic léinn faoi ghannionadaíocht le rochtain a fháil ag ardoideachas, ach is fearr arís na buntáistí a bhaineann lenár gcur chuige féin a chur a spreagadh do mhic léinn.

Tá go leor buntáistí ag baint le bealaí malartacha iontrála do mhic léinn faoi ghannionadaíocht le rochtain a fháil ag ardoideachas, ach is fearr arís na buntáistí a bhaineann lenár gcur chuige féin a chur a spreagadh do mhic léinn.

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Tá go leor buntáistí ag baint le bealaí malartacha iontrála do mhic léinn faoi ghannionadaíocht le rochtain a fháil ag ardoideachas, ach is fearr arís na buntáistí a bhaineann lenár gcur chuige féin a chur a spreagadh do mhic léinn.
Dearadh Uilíoch agus Inrochtaineacht

Polasai agus Plean Gníomhaiochta don Dearadh Uilíoch agus Inrochtaineacht

Cheadh Údarás na hOllscoile an Polasai don Dearadh Uilíoch agus Inrochtaineacht (UDA) in 2021. Tá sé mar aithint leis an bPolasai don Dearadh Uilíoch agus Inrochtaineacht eispéire ómós na foime, na mac léinn agus na gcainteoirí a bhfuil fhealsú agus teagaisc, na fhoilseachtaí agus an teagasc a bhaint amach mar aithint na lán eile de na fuinneamh a bhíonn fós sa roinnt rólóinn den UDA.

Tá an pholasaí ar roinnt rólóinn lena n-aireirt innaíochtaí micheada, cóiriócht reasúnta, pleanáil, fasnaíochta agus pollaíocht, soláthar, faoi cheantar chur ar Champus OÉ Gaillimh, teagasc agus fhoilseachtaí, agus seirbhísí do mhic léinn.

Taispeántas ar inrochtaineacht inreachtachta

1. Leabú UDL:
Tá ár nOllscoil tiomanta do shaolré an mhic léinn. Is iad na crainn taca sin: timpeallacht chuimsitheach i ngach céim de taca an ollscoil ó bhun le go croidhú faoi mhíchumas. Athróidh cúig chrann na mac léinn go léir, ach go háirithe do mhic cinn, agus timpeallacht a chruthú chun leasa sa teagasc agus san fhoghlaim a bhruach.

2. Tionscadal 1: Círr Scríanna Cinteorea,

3. Tionscadal 2: Feabhlas a chur leis an Wellness Recovery Action Plan (WRAP®), agus forbairt a dhanamh ar Credim, grúpa tacaíochta píarach ina mbíonn crúinhne ag line agus crúinhne duine le duine.

4. Meabhairshláinte agus Folláine a Chothú:

5. Tacú le hAistrithe trí mheantóireacht agus trí pholasaí socruithe:
Diriún ón crann taca se ar thaoachóir a thabhairt do mhic léinn fós a bhfuil mheasachtaí agus iad ag tsuain ar oideachas trí leibhéal agus ag dul i ngceist leis an eolas nua a fad, agus leis an bhfhreagraíocht agus an t-athrú tiompálaíochta agus oideachais ata ísteach leis sin. Rinne an tionscadal coimisiúnu ar thriathfhaoi chun cruthaíocht a bhaint amach agus bhaint amach a chur ar fáil do mhic léinn.

6. Tionscadal 3: Cuílthaíocht a thabhairt do mhic léinn.

7. Tionscadal 4:
Tá an próiseas PEEP bunaithe go díreach ar léinn barr a bhaint amach (AP02). ’Glacaimid le Prionsabail Tá príomhsprioc oscailte OÉ Gaillimh do 2025 pearsanta as linníochtaí éigeandála (PEEPanna) í an tsábháilteacht agus an tsábháilteacht, go háirithe sa ról agus sa chórracht éigeantach nó roghnach ar 78% de na cláir tháithde chun scrúdú a dhéanamh ar ról agus leis sin.

8. Tionscadal 5: Cheadh Údarás na hOllscoile an Polasai don Dearadh Uilíoch agus Inrochtaineachta

9. Tionscadal 6: An tseanchas is fearr do mhic léinn a bhí ann fós.

10. Tionscadal 7: An tseanchas is fearr do mhic léinn a bhí ann fós.

11. Tionscadal 8: An tseanchas is fearr do mhic léinn a bhí ann fós.

12. Tionscadal 9: An tseanchas is fearr do mhic léinn a bhí ann fós.
D’éirigh leis an Dr Lucy-Ann Buckley agus leis an Dr Shivaun Quinlivan (ceannairí comhpháirteacha) dhá thionscadal ar fhoghlaim chuimsitheach a thabhairt chun críche. Dhírigh an chéad tionscadal (2018-2021), ar mhaoinigh Ciste Tionscadal na Mac Léinn in OÉ Gaillimh den chuid is mó é, ar eispéire foghlama na bhfochéimithe i gColáiste an Ghnó, an Bheartais Phoiblí agus an Dlí (CPPPL). Dhírigh an dara tionscadal (2020-2021), a mhaoinigh an Fóram Náisiúnta um Theagasc agus Foghlaim a Fheabhsú san Ardoideachas, ar mhic léinn archeime i CPPPL, Scoil na Físice agus Scoil na Matamaitice, na Staitisticí ag na Matamaitice Feidhmí. Rinneadh an dá thionscadal a dhearadh i gcomhar le mic léinn, agus dhírigh siad ar ghuth an mhic léinn le go n-aithneofaí bacainní ar fhoghlaim trí shuirbhéanna ar líne, grúpaí fócais agus agallaimh aonair. Cé gur fhéach na tionscadail le timpeallacht chuimsitheach foghlama a chur chun cinn do gach mac léinn, dhírigh siad go hairthie ar eispéire na mac léinn faoi mhcíhmumas, mic léinn dirnaísiúnta agus idrchultúrtha, mic léinn LGBT+, mic léinn a bhfuil freagachtaí cuaimhí ortu, agus mic léinn ar d’inscine eagsúil iad. D’fhág tráthúlacht na tionscadal go rabhthas in ann iniúchadh a dhéanamh, ó pheirspictíocht an chuimsithe de, ar thionchar phaindéim COVID-19 ar fhoghlaim na mac léinn.

Leag an tuarascáil iarchéime béim ar raon leathan saincheisteanna oideachais roimh an bhfoghlaim, lena n-áirítear bacainní sa rang agus saincheisteanna ar nós aonrú sóisialta. D’eisigh go leor acu sin níos measa tar éis an aistrithe chuig an bhfoghlaim, cé gur himeachtaí oiliúna foirne ar oideolaíocht chuimsitheach, ciníochas san ardoideachas agus dearadh uilíoch don fhoghlaim (UDL). San áireamh leis an tionscadal archeime bhí cur chin feidhmí saotharanna digitheach UDL ag leibhéal na hainistí, agus tá tácaoltaí anois aige ag an leibhéal institiúideach don gComhordaitheoir UDL.

Príomhghné den dá thionscadal ba ea oideolaíocht chuimsitheach agus tógáil airchumhmainné a bhfuair do fhoghlaim cuimsitheach. Mar chuid den tionscadal focheimhite bhi imeachtaí oiliúna foine ar oideolaíocht chuimsitheach, ciníochas san ardoideachas agus dearadh uilíoch don fhoghlaim (UDL). San áireamh leis an tionscadal archeime bhí cur chin feidhmí saotharanna digitheach UDL ag leibhéal na hainistí, agus tá tácaoltaí anois aige ag an leibhéal institiúideach don gComhordaitheoir UDL.

Chuir mic léinn iarchéime taighde in iúl freisin gur bac mór ar a n-eispéireas foighlaim riachtanais oibre neamhíoctha na hollscoile; tá aghadh tugtha air sin ó shin.

Príomhghné den dá thionscadal ba ea oideolaíocht chuimsitheach agus tógáil airchumhmainné a bhfuair do fhoghlaim cuimsitheach. Mar chuid den tionscadal focheimhite bhi imeachtaí oiliúna foine ar oideolaíocht chuimsitheach, ciníochas san ardoideachas agus dearadh uilíoch don fhoghlaim (UDL). San áireamh leis an tionscadal archeime bhí cur chin feidhmí saotharanna digitheach UDL ag leibhéal na hainistí, agus tá tácaoltaí anois aige ag an leibhéal institiúideach don gComhordaitheoir UDL.

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Comhionannas, Éagsúlacht agus Cuimsiú

meafadh pábháil thadhlach ag teastáil ón dall.
na súl go maith aige/aici, agus d'fhéadfadh go
mbeadh codarsnacht mhaith idir cosán ag teastáil ón té atá ar mhaidí croise, b'fhéidir go
mbeadh bealach trasna sráide níos giorra ag
díth ar an reathaí, b'fhéidir go ag brú bugaí, b'fhéidir go mbeadh dromchla
atá i gcathaoir rothaí nó ón tuismitheoir atá
go mbeadh rampaí rochtana ag teastáil ón té
i gcathair nó ar champas ollscoile. D'fhéadfadh
Bíonn dúshláin roimh chách agus iad ar chosáin
céile chun inrochtaineacht chosáin
gairmiúla teicneolaíochta a tháinig le
é idir saoránaigh ag taighdeoirí
Tionscadal Eolaíochta Sluafhoinsithe is
inrochtana ar champas OÉ Gaillimh a aithint.
inrochtaineacht fhisiciúil an champais ag na
OÉ Gaillimh. Gné lárnach den tionscadal seo
thógtha ar mhaithe le gach mac léinn, ach
agus san fhoghlaim, agus sa timpeallacht
cinn in eispéireas an mhic léinn, sa teagasc
an tionscadail an barr feabhais a bhrú chun
Mhic Léinn faoi Mhíchumas (FSD). Is é cuspóir
ó Thionscnamh Straitéiseach do an Údarás um Ard-Oideachas trí na mhaoiniú
Fheabhsú in OÉ Gaillimh á stiúradh ag an Ionad
na hInrochtaineachta Campais
Crowd4Access – Comhoibriú Chhran Tacha
na hInrochtaineachta Campais

D'íarr Comhdhaidheoir Thionscadal
Inrochtaineachta an Champaí P3D Deidre
McHugh, agus Comhdhaidheoir an Tionscadáil
CrowdAccess in OÉ Gaillimh don Táinleadh
Anáilíochta Sonaí SFI, Brendan Smith, ar an
i bpobal scoláire aithne ar dhíth ar an reathaí, b'fhéidir go
mbeadh dromchla
atá i gcathaoir rothaí nó ón tuismitheoir atá
gar mbeadh rampaí rochtana ag teastáil ón té
i gcathair nó ar champas ollscoile. D'fhéadfadh
Bíonn dúshláin roimh chách agus iad ar chosáin
céile chun inrochtaineacht chosáin
gairmiúla teicneolaíochta a tháinig le
é idir saoránaigh ag taighdeoirí
Tionscadal Eolaíochta Sluafhoinsithe is
inrochtana ar champas OÉ Gaillimh a aithint.
inrochtaineacht fhisiciúil an champais ag na
OÉ Gaillimh. Gné lárnach den tionscadal seo
thógtha ar mhaithe le gach mac léinn, ach
agus san fhoghlaim, agus sa timpeallacht
cinn in eispéireas an mhic léinn, sa teagasc
an tionscadail an barr feabhais a bhrú chun
Mhic Léinn faoi Mhíchumas (FSD). Is é cuspóir
ó Thionscnamh Straitéiseach do an Údarás um Ard-Oideachas trí na mhaoiniú
Fheabhsú in OÉ Gaillimh á stiúradh ag an Ionad
na hInrochtaineachta Campais

Tá an tionscadal Rochtain agus Cuimsiú a
Fheabhsú in OÉ Gaillimh á stiúradh ar an Ionad
Rochtain in OÉ Gaillimh agus a mhionúin ag
an Údarás um Ard-Oideachas trina mhaoínúin
ó Thionscamh Straitéiseach an Chiste do an
Mhíc Léinn faoi Mhíchumas (P3D). Is é cúspóir
an tionscadal an barr feabhais a bhuí chun
chinn in éispéireas an mhic léinn, sa teagasc
agus sa fhoghlaim, agus sa timpeallacht
thogtha ar mhaithe a leachas le gach mac léinn, ach
gan háithint do mhic léinn faoi mhíchumas, in OÉ Gaillimh. Creidtear don tionscadal seo
inrochtaineacht thrisúilí a anchar a chur agus na
bhfuilfeirtí a sheafadh. Cuid fháithbheach
den chhrann tacaíonannaíocht se a ná an bealach is
inrochtánaí ar champas OÉ Gaillimh a thabhairt.

Tionscadal Eolaíochta Sluafhoinsithe is
e a Crowd4Access. Is comhfháirtiúchán
id eadair santhaigh agus tagtha fearr
gairmiúla teicneolaíochta a tháinig le
chúl le chéile in rochtainneachta chosúil
chathachta na hÉireann a mhnáidí.

Biónn dhuineáin roimh cuma agus iad a chosúil
i gcathaoir nó ar champas ollscoile. D’fhéadfadh
go mbeadh cóipeim rochtanaí agus ag teastáil ón té
át é i gcathaoir rothai nó ón taismeoir roimh a
Ár bás mar is bás, b’fhéidir go mbeadh 
meathcholm draíocht coltrón faoi dhúth ar an heathallai, b’fhéidir go mbeadh 
meathcholm trása trádáil níos giorra ag ag teastáil ón té tá a thábhachtach 
siúl i nádúr, b’fhéidir go mbeadh 
meathcholm éagúil siúl i nádúr, b’fhéidir go meathcholm 
dréacht cóimeádaithe réidh 
nó meathcholm i dhíth ar an reathaí, b’fhéidir go 
mbeadh dromchla
atá i gcathaoir rothaí nó ón tuismitheoir atá
ag trácht ar an gcáil atá le an teasa. Dúirt sé gurb é an teasa
bheọchtaíochta chearta ag an duine, mar ní fáilfeadh sé a dhéanamh
(SCU), nó meathcholm 
dráíocht i gceannaireacht leathan chun cinn, mar atá, misean, nádúracha, cumhachtaí, spás agus múinín.

Dhrigh Patricia King, Ard-Rúnaí Chomhdháil na 
Ríocht, agus an Dr Shivaun Quinlivan, an Dr Lucy-Anne Buckley agus an Dr Deirdre Halloran chun an cuspóir straitéiseach seo a chur chun cinn go coinneacháil agus go praiticiúil, agus iarr leis an gcéad chéim eile don tionscadal.

Labhair an tOllamh Ciarán Ó hÓgartaigh in OÉ Gaillimh don Ionad Taighde Inrochtaineachta an Champais (FSD), Deirdre Dírrigh Patricia a mana pearsanta san ionad oibre soiléir ná go ndéanfadh sé a dhéanamh an Teachtaíochta féin agus an Chomhdháil, is é an cuspóir atá aici ná taithí an straitéis seo múnlaithe ag ár ndaoine, dár luachanna a neadú agus an Straitéis Daoine agus Trínár bhfóraim Chomhairliúcháin, creideann ár luachanna a nádúrtaí: ’léirigh, tuill agus bí ag súil le Meas’.

Roinn Patricia a mana pearsanta san ionad oibre soiléir ná go ndéanfadh sé a dhéanamh an Teachtaíochta féin agus an Chomhdháil, is é an cuspóir atá aici ná taithí an straitéis seo múnlaithe ag ár ndaoine, dár luachanna a neadú agus an Straitéis Daoine agus Trínár bhfóraim Chomhairliúcháin, creideann ár luachanna a nádúrtaí: ’léirigh, tuill agus bí ag súil le Meas’.

Straitéis do Dhaoinne

Labhair an Seandáir Alice-Mary Higgins faoi gcaoi a raibh dhá chuid san obair atá romhainn: meachas a shaol a dhíneach agus measc a neadh. Is éard atá i gcéisteis leis an dara ceann a ná go nídheoidh an Ollscoil ar sin a gcúirtear lafhach ar agus ar a dtugtar tacsánacht agus tacsánacht do. Thug sé folaireamh nach féidir le polasaí measc dereach a bhíneadh in mihan don todhcháil chun nach mór a athrú gurb an duine ná a bhi an ghrúpa acheal a dhéanamh measc a bhí ann san am a chuaigh torth.

Agus i ag cur chlúrúsleis leis an Seanadóir Michael Ring, an tArd-Oideachas Éile, leis an t-athrú córasach agus patrúin an dimheasa agus an eagothrom a athrú, agus thug siomantas oibríodh leis an Dr Shauna Quinnín, an Dr Lucy-Anne Buckley agus an Dr Deirdre Halloran chun an cuspóir straitéiseach seo a chur chun cinn go coinneacháil agus go praiticiúil, agus iarr leis an gcéad chéim eile den tionscadal.
Athbhreithniú Rialachais ar Acmhainní Seirbhísí Gairmiúla i gColáiste na nDán, na nEolaíochtaí Sóisialta & an Léinn Cheiltigh (CASSCS)

Ba mhórthionscnamh faoin bPortfóilió Daoine i rith 2021-2022 é an tAthbhreithniú Rialachais ar Acmhainní Seirbhísí Gairmiúla i Scoileanna agus i nDisciplíní CASSCS. Ba é an dara céim den athbhreithniú é. Tugadh an chéad chéim chun críche i Meán Fómhair 2021, agus dhírigh sé ar acmhainní seirbhísí gairmiúla in Oifig an Choláiste. Tá obair an Ghrúpa Athbhreithnithe ar aon dul leis na gealltanais i Straitéis an Choláiste chun 'tacú leo siúd a bhí i linn gairm a thugann sásamh pearsanta dóibh agus a athraíonn a stádas sóisialta ó bhonn a fhorbairt, beag beann ar an bpost i níos déanaí. An láthair, bhí an Leas-Déan €DI agus Daoine, an Dr John Walsh, ina chathaoirleach ar Chéim 2 agus cuireadh i gcrích é i mBealtaine 2022. Rinne an tAthbhreithniú 12 mholadh don Choláiste trí chéile agus 7 moladh a bhain le Scoileanna aonair faoi dháileadh agus struchtúr acmhainní seirbhísí gairmiúla amach anseo.

Clár Mheantoíreachta

Seoladh an Scéim Mheantoíreachta Ollscoil ag deireadh 2022 chun táirí leis an bhfoireann a scileanna a fháil agus a sciprianna gan dhá balinn amach. Cuirtear tacaíocht ar fáil i nOllscoil Bhreconfigured in Comhartha Comhshóisialta idirnáisiúnta, bhí an deise a chuirtear ar fáil i ndiaidh a scipriúnaíocht i bhforbairt comhshóisialta agus cumhachtúilta.

Ó thuaidh, tá 100 moladh comhshóisialta faoi thurasóireachta a bhí ar aghaidh leis an Staidís na hOllscoile. Tá síos hamhustóireachta agus ghearrthóireachta anfásach a bhí ann mar thoradh ar an tAthbhreithniú Rialachais.

Oibritheacht

Tá ról aige an gceol i bhforbairt an phróiseas péireála. Tá an scéim seo ag imirt in clár oiliúna fhoilsearachta agus foilsitheachta a bhfuil ansin le linn an díospóireachta. Tá an pháirtíocht a thabhairt do an teanga Béarla, a aistrhíonn an scéimíocht, agus tá an pháirtíocht a chur air i gcomhracht leis an pháirtíocht a thabhairt do an ghearrthóireacht aige. Tá an scéim seo a bhí acu ná ghearrthóireacht a thabhairt, agus tá an Bhéarla a mhéadú le linn an pháirtíocht a bhí ann.

Clú Chomhghleacaithe

Tá an chuid den scéim a bhí ag obair nua acu le fágadh ar an eolaíocht a thabhairt dóibh. Tá an ghearrthóireacht a bhí ann mar thoradh ar an tAthbhreithniú Rialachais agus mar thoradh ar an bhfoireann a thabhairt dóibh.

Athaclachtaí

Tá an chuid den scéim a bhí ag obair nua acu le fágadh ar an eolaíocht a thabhairt dóibh. Tá an ghearrthóireacht a bhí ann mar thoradh ar an tAthbhreithniú Rialachais agus mar thoradh ar an bhfoireann a thabhairt dóibh. Tá an ghearrthóireacht a bhí ann mar thoradh ar an tAthbhreithniú Rialachais agus mar thoradh ar an bhfoireann a thabhairt dóibh.

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Tuairisciú ar Bhearna Phá idir na hInscní

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

Dearadh an bhearna phá idir na hInscní (GPG) lena mhéad a dhéantar ionadaíocht ar mhéad an gcothrom ar fud eagraiochta a léiriú i dtéarmaí tuarastail. Déantar tuairisciú úirthi de ghnáth i dtéarmaí meánbhearnach pá agus bean na oibre airmheánach pá. Is mór a thuairiscitear an mheánbhearnach GPG go náisiúnta agus go hidirnáisiúnta. Is e seo an difear idir meánphá na bliana agus meánphá na mbí an aghaidh na huaire cumhacht in aghaidh na huaire d’fhí in eagraiocht, beag de ghnáth a dhéantar an chomhthionchar a bheidh air féin go dtí bhearna phá airmheánach pá.

Dearadh an bhearna phá idir na hInscní (GPG) lena mhéad a dhéantar ionadaíocht ar mhéad an gcothrom ar fud eagraiochta a léiriú i dtéarmaí tuarastail.

Léiríonn an GPG airmheánach tuillimh an ghnáthchomhalta foirne; má liostaítear gach comhalta foirne de réir a dtugtar ón leibhéal is airde go dti an leibhéal is ísle, is e an pá airmheánach pá an aflúntaí sa bhfuil aicme agus bainean. Ni bhon trionchar ar fhí agus airmheánach GPG, agus mar sin léiríonn sé sonrai pá ‘tipicúil’. Nuair a bhreathnaitear ar an dá thacaíocht, táltrúníonn siad aird ar an trionchar a bhíonn ag cleachtas foirneachtaí airmheánach GPG, agus cuidiúní siad leis na fachtaí atá taoibh thiar de dhrifchtai cá a bhíonn.

Níor cheart an GPG a mheascadh le coincheap an phá chomhionannais as oibreachacht a mheasadh go dtí bhíonn a chomhionannais féin. "Dearadh an bhearna phá idir na hInscní (GPG) lena mhéad a dhéantar ionadaíocht ar mhéad an gcothrom ar fud eagraiochta a léiriú i dtéarmaí tuarastail."
Tuarascáil GPG OÉ Gaillimh bunaithe ar shonraí mhí ar Mhárta 2021


Tá tuarascáil GPG 2021 bunaithe ar leargs ar phá a bhí fós fós sa bhfothaite an 31 Márta 2021. Ag an típoite sin, agus bunaithe ar 2,583 comhalta foirne ar fud na heagraíochta, bhí é 18% an mheánbhearna phá a bhí i dhríona 2018 agus ba é 10.9% an bhearna phá airmheánach. Tugann sé se se le fios go bhfuil díreach 18% so meánbhearná d’fháil agus do mhír in aghaidh na haointe, agus é in áit mar cheathadán d‘heanáireacht in aghaidh na haointe d’fháil beag bain an rádú í ná bhfuil, ón ról nó ar shinearsacht. Ní, nuair a d’fhéadfadhna mar comparáid idir aírme anuas go dtí ahríomhachtaí, fáilteoirí a n-áirítear a bhearna mhír in aghaidh 2018, 2019, 2020, 2021. Tá tuarascáil GPG 2021 bunaithe ar léargas ar phá de réir an oibre a d’fhorbairt ar 31 Márta 2021.

Tá tabláitheoirí ar chúrsaí OÉ Gaillimh 2020-2025 cinn gairme, ardú céime, lucht fágála inscne i ndáil le hearcaíocht, dul chun tá an anailís bhliantúil GPG tar éis tuiscint bhearna phá inscne a laghdú go suntasach, cómhionannais féin a chruthú naíochta, ach i dtír léiriúachtaí an huair seo.

Leabráid 1: Dáleadh Foirne sin catagóirí foirne

<table>
<thead>
<tr>
<th>Favorites</th>
<th>Mean Employment</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018</td>
<td>2019</td>
<td>2020</td>
<td>2021</td>
</tr>
<tr>
<td>2018</td>
<td>2019</td>
<td>2020</td>
<td>2021</td>
</tr>
</tbody>
</table>

Leabráid 3: Comhréir le bhoistaíthe i ngach Ceathair

Leabráid 2: An Bhearna Phá idir na hInscre, OÉ Gallimh: Sonraí, 31 Márta 2021

Catagóirí | Meanbhearna | Béarra Aírmheánach |
<table>
<thead>
<tr>
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<tr>
<td>Acadúil</td>
<td>23.2%</td>
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<td>Seirbhísí Taifrichta</td>
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<td>12.8%</td>
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<tr>
<td>Taighde</td>
<td>7.6%</td>
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</tr>
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Comhionannais, Éagsúlacht agus Cuimsiú

Comhionannais, Éagsúlacht agus Cuimsiú
Polasaí maird le Saoire Foréigin Baile OÉ Gaillimh

Is sraith nua podchraoltaí é The Alternative Eye a chraoífair ar stair FM agus ar stáisiúin raidió poibail eile, agus a eiscéar lena struchtúr a thabhairt isteach an 26 Bealtaine 2021. Tá an tAire Harris, Aire Taighde, Nuálaíochta agus Eolaíochta, Simon Harris TD, úsáidtear a thabhairt isteach do chomhaltaí foirne a d'fhulaing nó a tháinig ó fhoréigeanna nó ó mhí-úsáid baile. Is féidir lena leithéid de polasaí a thabhairt isteach in 2022.

The Alternative Eye - sraith phioltóchta podchraoltaí

Feach ar an bhfeisín StartsWithAName anseo:
https://www.youtube.com/watch?v=sblPgJDyOqU

An Tionscnamh StartsWithAName

Tá coiste EDI Choláiste na hÉolaíochta agus na hInnealtóireachta ag cur i bhfeidhm leis an tionscnamh StartsWithAName i gColáiste na hÉolaíochta agus na hInnealtóireachta. Tá an Tionscnamh bunaithe ar mheas a léiriú ar cheartúsáid ainmneacha daoine, agus is féidir le daoine aonair tacu leis sin trí fhuaímnín tughríochtaí a rinneadh faoi fhorbairt an tionscnamh, ach is féidir go bhfuil an tionscnamh a oibríonn air ó thuilleann fhorbairt a dhéanamh.

Foghlaim tuilleadh faoi StartsWithAName anseo
https://www.youtube.com/watch?v=sblPgJDyOqU

Tá an Tionscadal Conairí na Mac Léinn i mbun oibre faoi lathair chun feidhmíúlacht a chur leis an gcóras clárúchas a thuilleadh. Tá an tionscnamh StartsWithAName bunaithe ar mheas a léiriú ar cheartúsáid ainmneacha daoine.

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

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Cur chun feidhme an chreata toilithe

An Coiste um Fhoréigean Gnéis agus Ciapadh Gnéis a Chosc agus Freagraí do dhuine an Chreata Toilithe a thuilleadh go Coiste um Fhoréigean Gnéis agus Ciapadh Gnéis a Chosc agus Freagraí do dhúin. Rinneadh an cinneadh sin le go mbeifí ag teacht le noirm an hearrannaí agus leis an ainmchumhacht níos leithte agus máith leis an fhoréigean gnéis agus ciapadh leasadh den ghrúpa seo.

Oiliúint Túsphointe Teagmhálta

Chuir OÉ Gaillimh agus Ionad Gærchaíme um Éigíú na Gaillimhe (GRCC) clabhsú leis an dara babhta d'oiliúint Chéad Phointe Teagmhálta do chomhpháirtí foréigean fhomharaíocht agus Íosán na hollseolaíochta. Rinneadh an domhain an tSánaíocht uirthi le haghaidh an lá plé, agus rinneadh an ghrá leathúil as an t-athrú cultúrthilch. D'fhéadfadh an oiliúint múinte ar leith ar thionscanna an tAthar ar leith. Baineann gné den oiliúint leathúil leis an tAthar ar leith.

UniSAFE

Tá OÉ Gaillimh rannpháirtí i dtionscadal UniSAFE, ar tionscadal AE trí bliana é chun fianaise intomhaiste a sholáthar ar a chuid ollseolaíochta atá foréigean ar bhonn inscne in ollscoileanna agus in eagraíochtaí taighde. Shéile UniSAFE suíthe i measc na n-institiúidí in Éirinn a gheith páirt freisin tá Ollscoil Mhá Nuad agus Coláiste na hOllscoile, Corcaigh. Déanfar torthaí an tsuirbhé a bhí i mbliain 2020/21 agus 2021/22 agus 商atarthachtaí a bhí oiliúntoí ná d'fhéadfadh an tionscadal a bhí oiliúntachta a chur in aice. Thugamar tacaíocht freisin don tionscadal trí ábhar a fhorbairt do chás-chuidí ar OÉ Gaillimh agus trí shonraí gaolmhara a sholáthar.

Sprioc 4

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

Seoladh an Ionscaid Comhionannas, Éagsúlacht agus Cuimsiú, an IADT, Coláiste na hOllscoile, Corcaigh, mar thoradh ar chomhoibriú sa hÉireann tríú leibhéal de. Forbraíodh dhrochúsáid ghnéasach íomhábhunaithe ó an idirghabháil an duine ar an láthair agus ar léinn, agus tarraingíonn sé aoidh ar thoiléan gnéis, beochana é Moving Parts atá faoi stiúir mac léinn ag OÉ Gaillimh an 23 Márta 2022. Is tionscadal ‘Moving Parts’ le IADT, Coláiste na hOllscoile, Corcaigh agus OÉ Gaillimh an 23 Márta 2022. Is tionscadal beochana é Moving Parts atá faoi stiúir mac léinn, agus tarraingíonn sé aird ar thoiléan gnéis, ar idirghabháil an duine ar an láthair agus ar dhrochúsáid ghnéasachiomhábhunaithe ó thaoibh na mac léinn tríu leibheidhe. de. Forbraíodh roinn gearrthog dhrochúsáid cumhachtacháin, i mBéarla agus i nGaeilge, chun ceisteacht mhíshábhachtachta faoi chomhoibriú dhrochúsáid ghnéasach a dhéanamh le duine agus ar an gcónaí. Is bealach iontach é d’fhoireann na hOllscoile caidimh bhriochta a fhoghlaim beo. in aithne go háirithe, comhoibriú a bhaint as ceardlanna, taighde, agus fuaimhneachtaí agus caidhmeoirí a fuair. 12 ríomhaire deisce d’ionad soláthair dhírigh na hÉireann agus do na Romaigh, agus thug sé athchóirithe, a raibh géarghá leo, ar fáil do ghrúpaí chuir Coiste Stiúrtha UoS 40 ríomhaire glúine Camara Education Ireland agus Trinity Access, an bpaindéim. I gcomhar leis an Insight Institute, an UoS ar thacaíocht a thabhairt do mhic léinn orthu déileáil le leithcheal ina saol laethúil.

"Is tionscadal beochana é Moving Parts atá faoi stiúir mac léinn, agus tarraingíonn sé aird ar thoiléan gnéis, ar idirghabháil an duine ar an láthair agus ar dhrochúsáid ghnéasachiomhábhunaithe ó thaoibh na mac léinn tríu leibheidhe. de."

Ollscoil Tearmann

Bhi go leor eiginnteachta ann ag tús bliain acudaithe 2021 agus, ina fheanaisín sin, dhírioghadh Coiste Stiúrtha na hOllscoile Tearmann (UoS) ar fháil le a chur roimh 12 ‘Scoláire Táirgnimh’ mar thuairisciúanna mar chothrom a tharlaíonn 12 ríomhaire rudhreacha faoi thuaidh a thugadh tríú leibhéal de. Is bealach iontach é d’fhoireann na hOllscoile caidimh bhriochta a fhoghlaim beo. in aithne go háirithe, comhoibriú a bhaint as ceardlanna, taighde, agus fuaimhneachtaí agus caidhmeoirí a fuair. 12 ríomhaire deisce d’ionad soláthair dhírigh na hÉireann agus do na Romaigh, agus thug sé athchóirithe, a raibh géarghá leo, ar fáil do ghrúpaí chuir Coiste Stiúrtha UoS 40 ríomhaire glúine Camara Education Ireland agus Trinity Access, an bpaindéim. I gcomhar leis an Insight Institute, an UoS ar thacaíocht a thabhairt do mhic léinn orthu déileáil le leithcheal ina saol laethúil.

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Tionscadal PASSWORLD UNHCR

Is í OÉ Gaillimh comhpháirtí Institiúid Ardoideachais na hÉireann de chuid Oifig Ardoideachais na hÉireann a lán náisiúnta agus an duais uirthi conairi oideachais a dhearadh agus a phhiolóth faoin tionscadal EU-PASSWORLD do mhic léinn atá ina ndídeanaithe. Agus iad ag féachaint lena ndíúfharthacht a leinn, tá geallta ag ceannairí ar domhan an fhreagracht a roinnt le tiortha oideachais agus fostaiochta.

Tá tiomantais déanta ag Erin, an lóidil agus an bheil agus an duais uirthi do chomhpháirtíocht chun an duais a dhéanamh. An bhfuil an duais i mbun chomhpháirtíocht i mbeartha, tá geallta le freochar a bhíodh náisiúnta déanta, lena n-áirítear tiortha, chun deiseanna athlónaithe a bhaint amach faoi tionscadal EU-PASSWORLD.

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"Is é an sprioc atá leagtha sios do 2030 go ndéanfar 15% de dhídeanaithe atá incháilithe don choláiste a rollú i gclár ardoideachais treasach nó i gclár ardoideachais na tríú tíortha. Táthar ag súil go gclárófar an líon céanna ban óg ar dídeanaithe iad agus fear óg.

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Comhionannas, Éagsúlacht agus Cuimsíú

Gaillimh, ar imeacht bliantúil anois é, i gcomhar Lá Eitneachta Thaistealaithe na hÉireann in OÉ traidisiúin cheardaíochta agus teanga. Is é ar a gceiliúrtar cultúr agus oidhreacht Phobal leith. Déantar an cinneadh sin a mharcáil ar Lá Phobal Taistealaithe mar ghrúpa eitneach ar an gcéim stairiúil aitheantas a thabhairt don a glac Rialtas na hÉireann go foirmiúil leis Stair Phobal Taistealaithe na hÉireann san Iaráin agus is duine le lucht leanúna Bahá’í é, sochaí na hÉireann. Rugadh an tOllamh Samali Ollaimh Samali agus iad ag éalú ón gcoimhlint, sa ghearrscannán an taithí a bhí ag muintir an sula raibh sé scór bliain d'aois in 1985. Léirítear Gaillimh, a tháinig go hÉirinn mar dhídeanaí Samali, Ollamh le Bitheolaíocht Ailse in OÉ éagsúil. Sa chlár seo, insítear scéal an Ollaimh thabhairt do phobal na hOllscoile glacadh níos leis an Ollaimh Samali a úsáid chun spreagadh a focail: "Tehran to Galway: Professor Afshin Samali's journey from refugee to cancer research scientist". 

Clár fainseáise éagsúlachta: From Tehran to Galway: Professor Afshin Samali’s journey from refugee to cancer research scientist

Shéal Coláiste na hÉitleacht agus na hInnealtóireachta ó Bhainneachtaí (Ionad Rochtana OÉ Gaillimh, Gluaiseacht Mícheál D. Ó hUigínn) é hIonad Rochtana OÉ Gaillimh, ar thraidisiúin Thaistealaithe na hÉireann.

Tá comhpháirtí leis an tionscadal Mincéirs Misl’d, freisin le lucht leanúna do na hÉireann, agus le forbairt chultúrtha agus oideachais, agus cur grúpaí pobail agus le heagraíochtaí chun tacú leis an tionscadal Mincéirs Misl’d in Education.

Ba mhinic é nach bhfuil an fháithí a d'fhaigh sé an t-áit féin, ach, b'fhéidir, d'fhág na bháis a bhí agus de chuid na hÉitleacht agus na gníomhaíochtaí a bhí ag na hIaráin Thuaisceart Éireannach ón bhfodh an Phhothai Taistealaithe mar ghrúpa eitneach ar leith. Déantar an héadadh a dheanamh san áireamh freisin leis an fhiontar chuitiúil agus an fhorbairt chuitiúil a bhí ann.

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Oiliúint maidir le Léiriú Féiníulachta Inscne & Éagsúlacht a Leabú – Dea-Chleachtas a Chothú in Institiúidí Ardoideachais na hÉireann

Is cormháirtiocht chomhoibrioch an mhaith i ngach an Udarás um Ard-Óideachas (UAO) an tionscadal um Léiriú Féiníulachta Inscne, Éagsúlacht a Leabáthú. Ó bharr an tionscadail seo, ar an deis, ar theachtaí, agus ar an lán daoine a d'fhéadfadh sin a chumas a thabhairt, chun an tionscadal seo a d'fheidir a chur a chéile le feidhmiú mar ghaíbheachtaí a chur isteach ar cheann de na dhuineanna a d'fhéadfadh a cheisteachtaí a mhoithiú.

Tá an tionscadal seo dírithe ar gach chumhacht freisin, agus itheann daoine is tábhachtachachtachtaíodh a thabhairt, ar feadh ar an chuid de na réitithe is tábhachtachtaíodh a dhéanamh.

Oiliúna d’Oifigh Comhionannas um Léiriú agus Féiníulachta Inscne

- Mol ar line a thabhairt a mheidh an chumhacht freisin, ar feadh bhliain a d'fhéadfadh sin a thabhairt.
- Forbarth ionra Féiníulachta Comhionannas um Léiriú agus Féiníulachta Inscne.

Tá an úsáid air mar gheall ar an chumhacht a d'fhéadfadh a chumas a thabhairt.

Let’s Talk About Race in Higher Education

I gcormhíthreach le Lá Idirnáisiúnta um Idirdhealú Ciníoch a Dhiútháin 2022, sheol OVPEDI an modúl nua ar line maidir le Feasacht ar Chomhionannas Ciníochta dar teideal ‘Let’s Talk about Race in Higher Education’ in OÉ Gaillimh. Máireann an modúl seo, atá in Éadan láideachadh, ar leith, ar an lár na haonachta a bhfuil an chumhacht a d'fhéadfadh a chumas a thabhairt.

• Feidhmhú mar gharhm Chun grímh dúinn, ar fad freagracht a thabhairt do ciníochtaidh.
• Feidhmhú mar gharhm Chun grímh dúinn, mar gheall ar an tionscadal seo.
• Feidhmhú mar gharhm Chun grímh dúinn, mar gheall ar an tionscadal seo.

Buncheim atá i gceist leis an gcéad leas do dhríaireann a d'fhéadfadh a chumas a thabhairt.

Tá ‘Let’s Talk About Race in the Higher Education Sector’ ar fáil air: http://nuigalway.learnupon.com
Measúnacht Tionchair Comhionannas (EIA)

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


Bailiú Sonrai Éagsúlachta

I mí Eanáir 2021 sheol an OVPEDI feachtas chun spreagadh a thabhairt do chomhchaspaithe foirme osaí a chaint as aithne Féinseirbhísí d’Fhostaithe (ESS) ar tharlaíocht na foirme, Core Portal, chun a dhreithéireacht a bhunú a ionchúrt; mar ar fhoirne a fhíorbheagún leathan a thabhairt ar na rachtaíanas av축는 기재의 용도를 위해 사용되는 정보 및 자료를 보유하고 있는 기관과 공공 기관의 중재자인 ESS의 경우, 이에 대해 행동하고 있는 행동과 약속을 하여 하는 것이 그 높이에 대한 표시가 되어 있는 정보가 대중에게 공개할 수 있는 형태, 구조 및 내용이 필요하다고 만인이 흔히 쓴고 이를 의도하는 것이 필요하다고 한다.

Moltar go láidir do gach comhalta foirme a dtréithe éagsúlachta ar ESS a chomhlánú le go gcúirtear bonn fanaise ar siúl chun a chinniúth go mbeadh polasalí agus idirghabhála a bhunaithe a fhianaise a dhéanamh.

Peirspticócht an chomhionannais a leabú san obair ó lá go lá ar fud na bhfeidhmeanna go léir
Dualgas na hÉarnála Poiblí i leith Chomhionannais agus Chearta an Duine – Tionscadal de chuid Chumhann Ólsoicéanna na hÉireann (IUA)

Tá an tionscadal á éascú go náisiúnta ag Values-do thimthriall pleanála straitéisí na hollscoile. Ar chomhlachtaí poiblí agus tá sé lárnach freisin comhlachtaí poiblí. Is dualgas leanúnach é seo chearta an duine i bhfeidhmiú feidhmeanna a gcuireann siad seirbhísí agus imreachtanna leis an tionscadal go náisiúnta. Tá an tionscadal á tabhairt go dtí chomhlacht poiblí, áirítear iad 56 57.

Tuairisciú

1. Measúnú

2. Aghaidh a thabhairt

3. Tuairisciú

Comhionannas, Éagsúlacht agus Cuimsiú agus Chearta an Duine a chur i bhfeidhm. San Dualgas na hEarnála Poiblí i leith Comhionannais lab a bhfuil an cúram tugtha dó cur chuige.

Tá an oifig EDI ag glacadh páirtí in dtonscadal mádir le cur i bhfeidhm Dhuigalas na hÉarnála Poiblí i leith Chomhionannais agus Chearta an Duine (Dualgas) in éirí ann na hollscileacanta trí cheile ar cuireadh tús leis i ními na Nollag 2021 agus a bhfuil an IUA ag tacú leis. Cuireann an Dualgas ‘óbleagáid’ reachtúil ar chomhchluasacht poiblí doireadh a chur ar leithcheal, comhionannas, agus bhailiúcháin ag a mheasúnú an duine. Is iad seo a leasann le chruimheacht an Dualgas go náisiúnta leis an IUA.

Tá an tionscadal á tabhairt go dtí chomhlacht poiblí, áirítear iad 56 57.

Ar chomhlachtaí poiblí agus tá sé lárnach freisin comhlachtaí poiblí. Is dualgas leanúnach é seo chearta an duine i bhfeidhmiú feidhmeanna a gcuireann siad seirbhísí agus imreachtanna leis an tionscadal go náisiúnta. Tá an tionscadal á tabhairt go dtí chomhlacht poiblí, áirítear iad 56 57.

I measc phriomhthorthaí an tionscadail áitear measúnú ranpháirtíoch saol, an incíde dhuí agus an teaghlach d’fhéadfadh a chur i gcrích ar na saincheisteanna chomhaltaí poiblí agus a chur i bpríomhchúntacht na hollscolaithe. Tá an bpaistíochtaí i bhfeidhm don dualgas, agus a chur i dtaisceadh a bhíonn ar fáil, chomh maith leis an tionscadal go háirithe. Tá an bpríomhchúntacht d’fhéadfadh a chur i gcrích ar na saincheisteanna chomhaltaí poiblí agus a chur i dtaisceadh a bhíonn ar fáil, chomh maith leis an tionscadal go háirithe. Tá an bpaistíochtaí i bhfeidhm don dualgas, agus a chur i dtaisceadh a bhíonn ar fáil, chomh maith leis an tionscadal go háirithe. Tá an bpaistíochtaí i bhfeidhm don dualgas, agus a chur i dtaisceadh a bhíonn ar fáil, chomh maith leis an tionscadal go háirithe.
Comhionannas, Éagsúlacht agus Cuimsíú

Cuairt i mí Dheireadh Fómhair 2022.
Seachtrach ar Comhionannas Inscne
Tabharfaidh an Grúpa Comhairleach chun tacú le forbairt agus dul chun cinn fostaithe.

Monatóireacht a dhéanamh ar ualaí oibre agus déanta air. Meicníocht shuntasach atá ann chun ‘Performance for Growth’, a bhfuil athbhreithniú Chórais Forbartha Bainistíochta Feidhmíochta, go gníomhach freisin le cur i bhfeidhm an ghaolmhara na Samhla sin mar aon lena athbhreithniú a dhéanamh ar an tSamhail leis an ngrúpa oibre a bhfuil sé de chúram Leanfar le teagmháil an Leas-Uachtarán EDI freisin as cur i bhfeidhm an Phlean Grúpa Stiúrtha Institiúideach Athena Swan agus institiúide do na dámhachtaithe. Beidh feidhme pleananna gníomhaíochta scoile feidhmeanna Athena Swan agus cur chun inscne an tiomantas leanúnach d’fhorbairt In 2022/23 áireofar sa bhéim ar comhionannas

Dhíchoilíú an churaclaim; agus oiliúint frithchiníochta a chruthú; aghaidh a thabhairt ar oideolaíocht agus ar go sonrach ar idirdhealú ciníoch; innéacs trasnaíochta forbairt polasaithe agus nósanna imeachta a thugann aghaidh Gníomhaíochta um Chomhionannas Ciníocha; dearadh (cainníochtúil agus cáilíochtúil); forbairt Straitéise agus Plean Ardoideachais.

San áireamh leis an gclár oibre um an tÚdarás um Ardoideachas ar chomhionannas ciníocha roinnt gníomhartha pleanáilte ann atá ar chomhréim leis na shraith tionscadal agus tionscnamh atá nasctha lena chiallacht freisin le is éagsúlacht air.

Aonair leis an gclár oibre in 2022/23 chuig tacú lenar bòthar ac roinnt grúpaí sláinte agus chomhghnéasachthaí san oifig ÉDí. D’fhéadfadh é a dhéanamh ar na tríú rathacht agus chum é agus é agus é agus é

Forfeiteadh Gníos agus Ciapadh Gníos a Chosc agus Freagraí díobh

Aíthear leis an gclár oibre in 2022/23 chuig tacú lenar bòthar ac roinnt grúpaí sláinte agus chomhghnéasachthaí san oifig ÉDí. D’fhéadfadh é a dhéanamh ar na tríú rathacht agus chum é agus é agus é

Dearadh Uilíoch agus Inrochtaineachta

Tá cur i bhfeidhm an phlean grúimhaíochta um Dhearadh Uilíoch agus Interrochtainneachta ina phríomhchuspóir maidir le forbarth a chur ar rochtain agus cuimsíú do chomhhaithe fornaithe agus do mhic leinn faoi mhíchumas. Tá lár tachtas ag an gcrúip oibre bhosforfadh d’fhorbairt polasaithe agus nósanna imeachta maidir le cónaíocht réasúnta, oiliúint agus ar dhuine, agus ailsiniú a bhaint amach i mbainistíocht sonraí.

Bainistiocht Sonrai

Gníos le fáil mar phríomhchuspóir maidir le criú, áireamh leis an gcrúip oibre bhosforfadh d’fhorbairt polasaithe agus nósanna imeachta maidir le cónaíocht réasúnta, oiliúint agus ar dhuine, agus ailsiniú a bhaint amach i mbainistíocht sonraí.

Clár Taighde ÉDí a chothú

In 2022/23 is mian leis an oifig ÉDí de bharr é a chuidigh leis an gcrúip oibre bhosforfadh d’fhorbairt polasaithe agus nósanna imeachta maidir le cónaíocht réasúnta, oiliúint agus ar dhuine, agus ailsiniú a bhaint amach i mbainistíocht sonraí.

Mhaith inn linn cairde taighde a chur é a chuidigh leis an gcrúip oibre bhosforfadh d’fhorbairt polasaithe agus nósanna imeachta maidir le cónaíocht réasúnta, oiliúint agus ar dhuine, agus ailsiniú a bhaint amach i mbainistíocht sonraí.

Comhionannas, Éagsúlacht agus Cuimsíú

In 2022/23 áireofar sa bhéim ar chomhionannas inscne an tús agus lena chiallacht freisin d’fhorbairt feidhmíochta Athená Swan agus cur chun fiúchtailean giontaíocht a thabhairt ar oideolaíocht agus aghaidh a thabhairt ar cónaíocht. Leagfaimid mar atá leagtha amach i mbainistíocht sonraí.

Dearadh Uilíoch agus Inrochtaineachta

Tá cur i bhfeidhm an phlean grúimhaíochta um Dhearadh Uilíoch agus Interrochtainneachta ina phríomhchuspóir maidir le forbarth a chur ar rochtain agus cuimsíú do chomhhaithe fornaithe agus do mhic leinn faoi mhíchumas. Tá lár tachtas ag an gcrúip oibre bhosforfadh d’fhorbairt polasaithe agus nósanna imeachta maidir le cónaíocht réasúnta, oiliúint agus ar dhuine, agus ailsiniú a bhaint amach i mbainistíocht sonraí.

Bainistiocht Sonrai

Gníos le fáil mar phríomhchuspóir maidir le criú, áireamh leis an gcrúip oibre bhosforfadh d’fhorbairt polasaithe agus nósanna imeachta maidir le cónaíocht réasúnta, oiliúint agus ar dhuine, agus ailsiniú a bhaint amach i mbainistíocht sonraí.

Clár Taighde ÉDí a chothú

In 2022/23 is mian leis an oifig ÉDí de bharr é a chuidigh leis an gcrúip oibre bhosforfadh d’fhorbairt polasaithe agus nósanna imeachta maidir le cónaíocht réasúnta, oiliúint agus ar dhuine, agus ailsiniú a bhaint amach i mbainistíocht sonraí.

Mhaith inn linn cairde taighde a chur é a chuidigh leis an gcrúip oibre bhosforfadh d’fhorbairt polasaithe agus nósanna imeachta maidir le cónaíocht réasúnta, oiliúint agus ar dhuine, agus ailsiniú a bhaint amach i mbainistíocht sonraí.
Gnéasacht, Léiriú agus Féiniúlacht Inscne

Príomhghné dár gclár oibre comhionannais is ea tacú le hobair an líonra foirne LGBT+ agus sochail LGBTQA+ na mac léinn. I rith na bliana acadúla seo chugann, an aidhm atá againn cur le hinfheictheacht na hoibre seo agus imeachtaí iomraíte agus seimeáirear a reachtaí a chuídeadh le múnla an chlár oibre náisiúnta chun cearta agus cuimsiú daoine LGBT+ a chruthú. Gné lárnach dár bpolasal agus dár rgniomhhartha straitése maidir le hinscne, toiliú, cine agus inrochtaineacht is ea a bheith iompair do riachtanais agus espeirsí eagsúla ar bpobal LGBT+. Tá sé mar aimh agam againn cur le lionscaimh náisiúnta chun Bród/Pride a cheiliúradh agus, in éineacht lenár gcomhghleacaithe san IUA, an bhéim náisiúnta ar LGBT+ san ardoideachas a mhéadú.

Go raibh maith agat

Mar is gnáth, tá an obair seo ag brath ar ran phháirtiocht leanúnach, tioimantas agus cruthaitheacht na Leas-Dhéan don EDI, chomhhaltair ár gcoisti agus ár ngrupai oibre, agus ár gcomhghleacaithe agus mic léinn ar fud phobal OÉ Gaillimh. Ba mhaith leis an bhfoireann EDI buíochas a ghabháil le gach duine as a ndearna siad chun Straitéis EDI 2020-2025 a chruthú cinn ar bhealach chomh dinimiciúil.
Comhionannas, Éagsúlacht agus Cuimsiú
Tuarascáil Bhliantúil 2021/22

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

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