



NUI Galway
OÉ Gaillimh

Equality, Diversity and Inclusion Strategy

2020-2025

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to a new phase in
implementation of
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and respect in our
university



Foreword



I am delighted to write the foreword for this our first Equality, Diversity and Inclusion (EDI) strategy in NUI Galway! It is my privilege to lead both the Office of the Vice President for Equality and Diversity (OVPED) in NUI Galway and to have been charged with leading the EDI agenda at our University over the past 4 years. During this period we have seen a lot of fire-fighting particularly in the area of gender equality; but also significant progress, including the

establishment of our EDI infrastructure, programme of work, and the embedding of EDI governance structures across the University.

We have achieved a lot in a short space of time, due to the tremendous energy and commitment of many colleagues working with the OVPED Team including members of the Athena SWAN institutional and departmental Self Assessment Teams, members of EDICC, EDIC and the Consent Framework Implementation Working Group. However there is a great deal for us yet to do across a number of EDI dimensions and grounds.

With the publication of our EDI strategy we are articulating the evolving and progressive EDI agenda in NUI Galway, and are setting out our road map for the next 5 years. We are moving to a new phase in implementation of gender equality, as the cornerstone of a transformative culture of equality, inclusion and respect in our university.

The Vice-Deans EDI have been key to the initial drafting of this strategy and also very important in ensuring widespread consultation and input into the strategy. Aoife Cooke, Head of Equal Opportunities, has ensured consistency and alignment with our new institutional strategic plan: Shared Vision Shaped by Values. To these key actors in particular, but to every colleague involved in our foundational journey to date, I wish to express my sincere thanks. To every member of the NUI Galway community I wish to extend a warm invitation to join with us on the next phase of our journey. An engaging and stimulating voyage, which will make our university community and beyond a better place, beckons!

Professor Anne Scott

Vice President for Equality and Diversity, NUI Galway.

Strategic Context

NUI Galway recognises that our staff and students are our greatest asset and that the success of the university is dependent on a shared environment where we respect, value and actively support each other.

In particular, this EDI Strategy articulates our commitment and plans to enable an environment where different outlooks and experiences are visibly and openly valued. It builds on the University Strategy 2020-2025 which commits to social inclusion and providing a welcoming environment where everyone has a sense of belonging and can thrive.

Like all other Irish HEIs, NUI Galway has a statutory responsibility to ensure all staff and students are treated equally. This is enshrined in the Employment Equality Acts 1998-2018, the Equal Status Acts 2000-2018, the Disability Act 2005, and, most recently in the Irish Human Rights and Equality Commission Act 2014, which introduced the Public Sector Duty.

The Public Sector Duty *places an explicit obligation on NUI Galway as a public body to eliminate discrimination, promote equality of opportunity and protect human rights* in the delivery of our service and in our interactions with staff and students.

“the success of the university is dependent on a shared environment where we respect, value and actively support each other”

In doing so, this strategy recognises the different lived experiences including challenges faced by individuals from a variety of diverse backgrounds and welcomes the richness that our diverse community brings to NUI Galway. Importantly, it further acknowledges that equality, diversity and inclusion is central to the pursuit of respect, openness, sustainability and excellence which are explicit values of our university.

Research across a variety of domains and organisations has demonstrated positive effects of diversity including improved innovation, better performance, increased revenue or profitability and greater social responsibility or responsibility. It is well recognised that gender balance on executive boards is linked with increased performance of organisations, and international mobility and collaboration among research teams is linked to greater research impact.

The Universities Act 1997 requires the university to promote gender balance and equality of opportunity among students and employees.

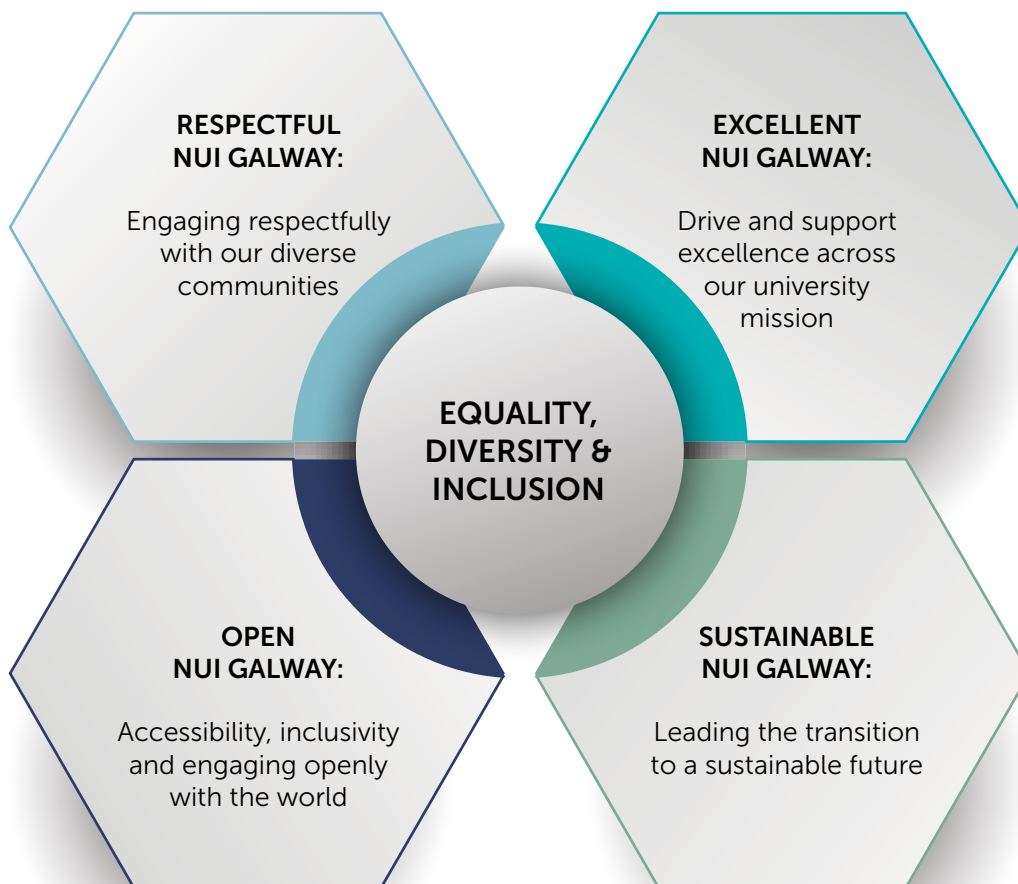
Notwithstanding our statutory obligation to comply with the relevant legislation, NUI Galway is absolutely committed to proactively putting in place initiatives, including policies and procedures which go beyond formal compliance to empower a culture of equality and inclusion for all members of our university community.

Alignment with NUI Galway Strategy 2020-2025

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

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

We have added references throughout this document (e.g. AP05, CR11) and an appendix at the end to show how our goals will contribute to achieving specific priorities in the University's strategic plan.



EDI Goals

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

The following goals will fulfil that mission:



GOAL 1:

The contribution of all members of our university community is recognised and valued ^{CR01}



GOAL 2:

All staff and students are actively supported according to their needs to achieve their full potential ^{CR05, CR10, 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 ^{CP02, CR01}



GOAL 5:

Embed an equality perspective in the day-to-day working across all functions ^{CR02}



GOAL ONE



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

- Achieve an institutional Athena SWAN Silver Award [AR06](#)
- Substantially reduce the gender pay gap (GPG) via measures identified in the GPG project [AR07](#)
- Ensure support for the development and embedding of an International staff network and continued support for staff and student networks; University Women's Network, LGBT+ Staff Network and post-graduate networks [CR11, AP05](#)
- Devise EDI KPIs for line managers, including heads of Research Institutes [CR10, CE04, AR08](#)
- Establish a President's award(s) to recognise and reward outstanding contribution to EDI within our university [CR11](#)
- Revise competency frameworks to align with, and include, the University values of respect, openness, excellence and sustainability [CR07, CR08](#)
- Develop systems (informal and formal) to create a culture of recognition and respect to make visible and valued the often unseen but essential contributions of our staff [CR10](#)





GOAL TWO

All staff and students are supported according to their needs in their work and studies to achieve their full potential

- Implement the Gender Equality Action Plan (GEAP) to achieve equality and redress the under-representation of women in senior academic and leadership roles [CR01](#), [CR09](#), [AR08](#)
- Develop future iterations of the GEAP to include an intersectional approach to address the under-representation of minority and vulnerable groups [CR01](#), [CR02](#), [CR09](#), [CR10](#), [AR08](#)
- Institute a yearly audit guided by an intersectionality frame to assess progression of staff on the basis of gender, ethnicity, sexual orientation, disability status, and age [CR02](#), [CV02](#)
- Support university and college initiatives on the integration of universal design for learning (UDL) to deliver a seamless inclusive experience for all students [AP02](#), [CR06](#), [CP02](#), [CP03](#)
- Support university and college leaders with responsibility for learning & teaching to lead the integration of awareness and principles of EDI across the undergraduate and post graduate taught curricula [CR02](#), [CE05](#)
- Develop and implement a suite of policies to support greater access and participation of staff and students with disabilities to include the Disability Code of Practice [AP01](#), [AP02](#)
- Champion the roll out of a campus-wide Respect Charter to deliver an excellent student experience and a respectful working and learning environment [AR01](#)
- Ensure equal access to formal and informal supports for professional development for all staff members [AE01](#)





GOAL THREE

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

- Disseminate learning from the GPG (gender pay gap) project to HEIs nationally [AR07](#)
- Develop and communicate an evidence base of the impact of strategic intersectionality driven EDI initiatives [AR05](#)
- Provide leadership sectorally in the development of IUA guidelines to support the implementation of the Consent Framework [CP04](#)
- Provide support regionally by participating in, and sharing good practice with the EDI committees of HEIs in our region [CC05](#), [CP04](#), [CS05](#)
- Play a leadership role internationally in EDI by being the national delegate to the Coimbra Universities EDI Committee [CC06](#), [CP04](#), [AE12](#)
- Deliver a minimum of 1 keynote / invited EDI lecture / seminar/workshop per year externally [CC05](#), [CP04](#), [CP01](#)
- Play an active role in both the IUA and HEA EDI national networks [CC05](#), [CP04](#). Ensure strong representation from NUI Galway on the National Athena SWAN Steering Committee [CP01](#)
- Engage actively in Athena SWAN evaluation panels and share learnings with both the institutional and departmental Athena SWAN SATs, in addition to those in GMIT and Sligo IT [CP01](#)
- Advocate for consideration and inclusion of domestic violence as part of the remit of work on gender equality at a national level [CP01](#)
- Support and showcase good research and best practice examples in EDI emerging from NUI Galway students and staff [CR02](#), [CR06](#)



GOAL FOUR



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

- Ensure induction events at university and local levels welcome new staff and students and facilitate their integration into the university community successfully [AE01](#), [AP05](#), [CE04](#)
- Engage our vibrant staff networks to support induction processes and enhance the experience of new staff members [CP02](#)
- Establish and lead a cross-university working group on the Consent Framework Implementation [CR10](#), [CR11](#)
- Collaborate with HR to improve physical, social and mental wellbeing in our communities including recognition of the impact of domestic violence on our staff and students [AR10](#), [AR11](#), [CR09](#), [CR10](#)
- Identify and eliminate barriers to inclusion for students on socio-economic and minority status grounds [AP03](#), [CR02](#), [CP02](#)
- Embed a zero tolerance approach to racism on campus and support anti-racism campaigns in the broader community [AE01](#), [AP03](#), [AP05](#), [AR01](#), [AR04](#), [AR05](#), [CR01](#), [CR04](#),
- Promote and enhance equality and human rights measures for the NUI Galway community via our supply chain [AR05](#), [CS02](#), [CS03](#)
- Building on our University of Sanctuary designation, continue to increase participation at NUI Galway for International Protection Applicants, refugees, vulnerable migrants and Irish Travellers [AP03](#), [AP05](#), [CP02](#)
- Empower staff and students to question and challenge undesirable language and behaviour without fear of repercussion and with confidence in university support for those who speak up (e.g. Active Bystander training) [AR01](#), [AR04](#), [CP02](#) [CR01](#)





GOAL FIVE

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

- Develop and promulgate a shared understanding of equality/equality of opportunity across campus [AE01, AR02,](#)
- Embed compulsory EDI awareness training for all senior leaders and senior managers, line managers, interview and promotion panellists [AE01, AR02, AR03](#)
- Promote an EDI perspective in workload allocation practices for all staff [AE01, AE05, CR02](#)
- Using an intersectionality frame, gather and publish data systematically on the protected characteristics and socio-economic status (where possible) annually to establish an evidence base for activities, policies and practice [AR05, CR02](#)
- Implement equality impact assessment (EIA) across all policies and practices in NUI Galway to ensure design and review phases of policies and activities are inclusive and proactively promote inclusion and equality of opportunity [CR02](#)
- Embed equality awareness into teaching and learning in particular in undergraduate and postgraduate curricula [AR04](#)
- Develop guidelines for all areas of University activity to ensure the visibility and inclusion of under-represented groups [AR02, AR03, AR04, AR05, CR02](#)



Delivering on Shared Vision, Shaped by Values – Strategy 2020-2025

We will build on the core values of NUI Galway and contribute to achieving the commitments and Flagship Actions referenced throughout the document and listed here:



Respectful NUI Galway

- **AR01:** We will embed a culture of respect through the development and implementation of a Respect Charter, led at every level of the institution
- **AR02:** We will design and implement a skills programme to help build empathy, compassion and understanding in our campus community
- **AR03:** We will develop and implement a structured university-wide social responsibility programme to deliver measurable positive societal impact with our communities
- **AR04:** We will advance ideas that underpin respect for the dignity of all people through our teaching and research activities
- **AR05:** We will fulfil our 'Public Sector Equality and Human Rights Duty' across all of the University's functions and relationships
- **AR06:** We will maintain our Athena SWAN Bronze Award and aim to achieve institutional Silver-level accreditation to further advance diversity and equality in the University
- **AR07:** We will develop and implement a plan to significantly narrow the gender pay gap
- **AR08:** We will increase the diversity of leadership and university structures to represent the increasingly diverse composition of the NUI Galway community
- **CR01:** We will proactively remove barriers to equality and diversity in our University, recognising the individuality of our people's journeys.
- **CR02:** Our research will inform attitudes and policy about diversity, with an emphasis on improving understanding and awareness of disadvantage and discrimination where it occurs.
- **CR04:** We will embed a culture of empathy and respect in our university, including within our student experience.
- **CR06:** We will build on the success of pilot projects in our student support services, we will mainstream programmes for mental, physical and social health and wellbeing.
- **CR07:** The University is committed to the practice of maintaining and promoting decent, high standards of employment and fairness at work.
- **CR08:** We will optimise secure direct employment on high quality terms, consistent with public policy, allied to transparent and equitable access to career development, progression and promotion.
- **CR09:** The University further commits to family-friendly work practices in a manner that is mindful and accommodating in the interests of a healthy work/life balance.
- **CR10:** Everyone working on NUI Galway campuses can expect to be enabled to do their best work in a positive and safe work environment, which is mindful of employees' physical, intellectual and wellbeing needs.
- **CR11:** Employees are valued and will be treated with the highest standards of dignity and respect.

Open NUI Galway

- **AP01:** We will implement a capital development programme that is student-centred, community-focused and disability-conscious, to enhance access and engagement with our campus and facilities
- **AP02:** 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
- **AP03:** We will further develop our pathways for accessing education, building on our designation as a University of Sanctuary, to deliver a portfolio of supports for all communities to access higher education
- **AP05:** We will encourage and welcome a broad international mix of staff and students across our taught and research programmes at undergraduate and postgraduate levels
- **CP01:** We will actively engage with external stakeholders, alumni and the public to maximise and amplify our impact.
- **CP02:** We will build an inclusive culture that proactively seeks to improve access to education, enable collaboration and support our people regardless of their background.
- **CP03:** We will invest in a physical environment that ensures our university is open and accessible to all our communities.
- **CP04:** We will strive to make a positive impact on society through partnering with other universities, organisations and communities, locally and internationally, to enable the creation and sharing of knowledge, expertise and technologies.

Excellent NUI Galway

- **AE01:** We will develop and implement a People Strategy to enable colleagues to reach their potential and support NUI Galway to achieve its ambitions, which includes a structured programme for staff training, development and mentoring
- **AE05:** We will identify and recognise in our policies and practices commitment to teaching, curricular innovation, scholarship, the sharing of practice, and the management of programmes
- **AE12:** We will establish new strategic partnerships with prestigious national, European and international centres of research excellence with a focus on research collaborations and staff/student exchange
- **CE04:** We will provide programmes of development, including mentoring, coaching and training, and enhance our physical and virtual environment in order to empower our staff, students and partners to fulfil their potential.
- **CE05:** Our students will benefit directly from newly developed curricula that are research-led, drawing on the interdisciplinary strengths of our university.

Sustainable NUI Galway

- **CS02:** We will sustainably manage our campuses and all our external affairs and become a role model for positive impact on the environment.
- **CS03:** We will future-proof our university by ensuring the environmental, social and financial sustainability of all our operations.
- **CS05:** Working together with local, regional, national, European and global partners, we will develop solutions for a more sustainable future.

Our Values

- **CV02:** Our values will be a lens for policy-making and recruitment at NUI Galway.

Our Communities

- **CC05:** We will actively engage with government, state bodies, development agencies, the Saolta hospitals group and other educational institutions to maximise our contribution to regional and national development
- **CC06:** We will establish new strategic alliances with European and international partners and strengthen existing ones to maximise the reach and impact of our teaching, research and innovation





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Equality, Diversity and Inclusion Strategy

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NUI Galway
OÉ Gaillimh

Straitéis Comhionannais, Éagsúlachta agus Cuimsithe

2020-2025

“Táimid ag dul ar aghaidh anois go céim nua i gcur i bhfeidhm an chomhionannais inscne, mar bhunchloch de chultúr claochlaitheach comhionannais, cuimsithe agus measa inár n-ollscoil.”



Réamhrá



Tá an-áthas orm an réamhrá a scríobh don chéad straitéis Comhionannais, Éagsúlachta agus Cuimsithe (EDI) in OÉ Gaillimh! Tá sé de phribhléid agam Oifig an Leas-Uachtaráin Comhionannais agus Éagsúlachta (OVPEd) in OÉ Gaillimh a threorú agus a bheith freagrach as clár oibre EDI a threorú san Ollscoil le ceithre bliana anuas. Le linn na tréimhse seo tá go leor comhrac feicthe againn go háirithe i réimse an chomhionannais

inscne; ach tá dul chun cinn suntasach feicthe againn freisin, lena n-áirítear bunú ár n-infreastruchtúr EDI, ár gclár oibre, agus struchtúir rialachais EDI a leabú ar fud na hOllscoile.

Tá go leor bainte amach againn in achar gearr, a bhuíochas d'fhuinneamh agus do thiomantas ollmhór a lán comhghleacaithe atá ag obair leis an bhFoireann OVPEd lena n-áirítear comhaltaí d'Fhoirne Féinmheasúnaithe institiúideacha agus rannacha Athena SWAN, comhaltaí den EDICC, EDIC agus an Grúpa Oibre ar Chur i bhFeidhm an Chreata Toilithe. Ach tá go leor le déanamh againn fós i roinnt gnéithe agus réimsí EDI.

Le foilsiú ár straitéise EDI táimid ag cur clár oibre forásach EDI in OÉ Gaillimh in iúl, agus táimid ag leagan amach ár dtreo do na cúig bliana amach romhainn. Táimid ag dul ar aghaidh anois go céim nua i gcur i bhfeidhm an chomhionannais inscne, mar bhunchloch de chultúr claochlaitheach comhionannais, cuimsithe agus measa inár n-ollscoil.

Bhí na Leas-Déin EDI lárnach i ndrécataí tosaigh na straitéise seo agus bhí siad an-tábhachtach freisin maidir le comhairliúchán agus ionchur forleathan sa straitéis a chinntiú. Chinntigh Aoife Cooke, Ceannasaí Comhdheiseanna, leanúnachas agus ailíniú lenár bplean straitéiseach institiúideach nua: Fís i gCoiteann Múnlaithé ag Luachanna. Gabhaim buíochas ó chroí leis na príomhghníomhaithe seo go háirithe, ach le gach comhghleacaí a raibh baint acu lenár dturas tosaigh go dtí seo. Ba mhaith liom cuireadh ó chroí a thabhairt do gach duine de phobal OÉ Gaillimh a bheith linn ar an gcéad chéim eile dár dturas. Turas tarraingteach spreagúil, a fhágfaidh go mbeidh pobal na hollscoile agus an saol i gcoitinne níos fearr!

An tOllamh Anne Scott

An Leas-Uachtarán Comhionannais agus Éagsúlachta, OÉ Gaillimh

Comhthéacs Straitéiseach

Aithnítear in OÉ Gaillimh gurb iad ár bhfoireann agus ár mic léinn an tsócmhainn is mó atá againn agus go bhfuil rath na hollscoile ag brath ar thimpeallacht chomhroinnte ina bhfuil meas agus luach againn ar a chéile agus ina dtugaimid tacaíocht dá chéile.

Cuireann an Straitéis EDI seo i láthair ár dtiomantas agus ár bpleananna chun timpeallacht a chruthú ina gcuirtear luach feiceálach ar léargais agus ar thaithí éagsúil. Cuireann sí le Straitéis na hOllscoile, 2020-2025 atá tiomanta do chuimsiú sóisialta, agus timpeallacht fháilteach a chur ar fáil ina mbraitheann gach duine muintearas agus inar féidir leo dul chun cinn a dhéanamh.

Ach an oiread le gach institiúid ardoideachais eile in Éirinn, tá freagracht reachtúil ar OÉ Gaillimh a chinntiú go gcaitear go cothrom le gach comhalta foirne agus mac léinn. Tá sé seo cumhdaithe sna hAchtanna um Chomhionannas Fostaíochta 1998-2018, na hAchtanna um Stádas Comhionann 2000-2018, an tAcht um Míchumas 2005, agus an ceann is deireanaí, an tAcht fá Choimisiún na hÉireann um Chearta an Duine agus Comhionannas 2014 a thug isteach Dualgas na hEarnála Poiblí.

Cuireann Dualgas na hEarnála Poiblí *oibleagáid shonrach ar OÉ Gaillimh* mar chomhlacht poiblí deireadh a chur le *hidirdhealú, comhionannas deiseanna*

“go bhfuil rath na hollscoile ag brath ar thimpeallacht chomhroinnte ina bhfuil meas agus luach againn ar a chéile agus ina dtugaimid tacaíocht dá chéile”

Ar an gcaoi sin, aithnítear sa straitéis seo na heispéiris éagsúla agus na dúshláin a bhíonn roimh dhaoine ó chúlraí éagsúla agus fáiltítear roimh an saibhreas a thugann ár bpobal éagsúil do OÉ Gaillimh. Anuas air sin, aithnítear go bhfuil comhionannas, éagsúlacht agus cuimsiú lárnach chun meas, oscailteacht, inbhuanaitheacht agus sármhaitheas a shaothrú, luachanna atá follasach dár n-ollscoil.

Léiríonn taighde i réimsí agus in eagraíochtaí éagsúla dea-thionchar na héagsúlachta lena n-áirítear nuálaíocht agus feidhmíocht níos fearr, ioncam nó brabúsacht mhéadaithe agus freagracht nó freagrúlacht shóisialta níos mó. Aithnítear go maith go bhfuil nasc idir cothromaíocht inscne ar bhoird feidhmiúcháin agus feidhmíocht níos fearr in eagraíochtaí, agus tá nasc idir soghluaisteacht agus comhoibriú idirnáisiúnta i measc foirne taighde agus tionchar taighde níos mó.

a chur chun cinn agus cearta an duine a chosaint i seachadadh ár seirbhíse agus inár n-idirghníomhaíochtaí leis an bhfoireann agus le mic léinn.

Ceanglaítear le hAcht na nOllscoileanna 1997 ar an ollscoil cothromaíocht inscne agus comhionannas deiseanna a chur chun cinn i measc na mac léinn agus na bhfostaithe.

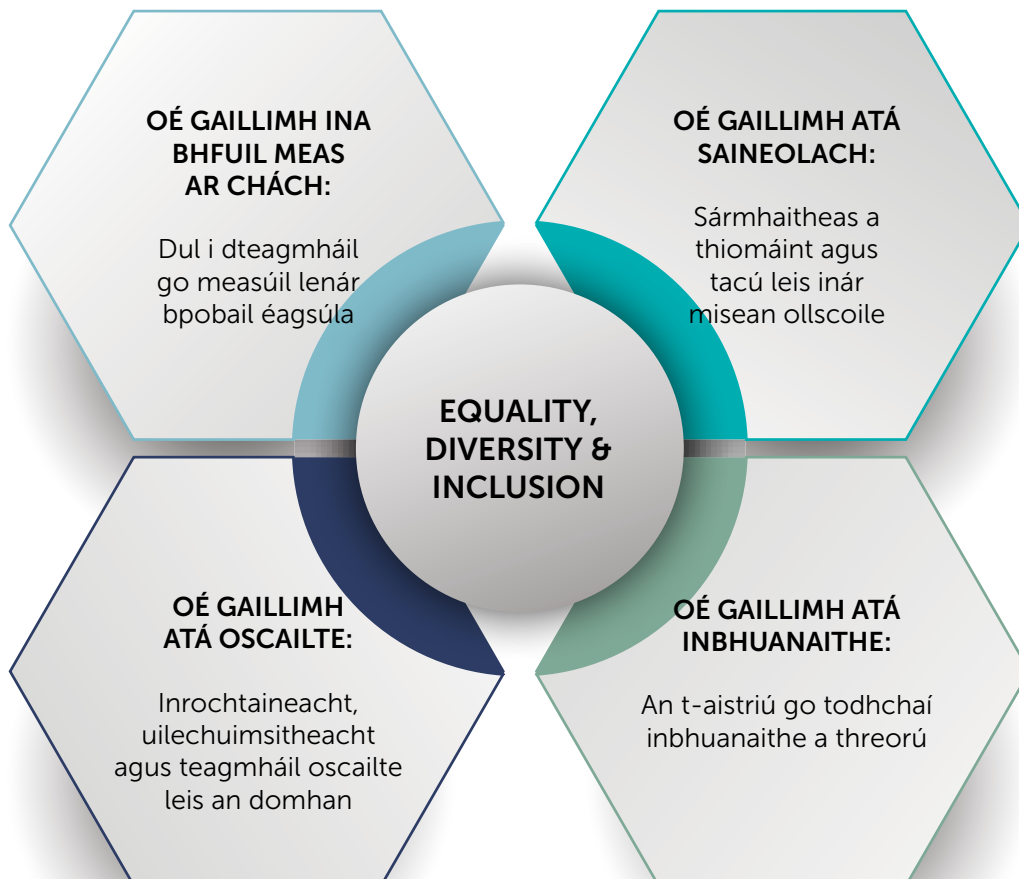
D’ainneoin ár n-oibleagáid reachtúil an reachtaíocht chuí a chomhlíonadh, tá OÉ Gaillimh tiomanta go hiomlán do thionscnaimh a chur i bhfeidhm go réamhghníomhach, lena n-áirítear polasaithe agus nósanna imeachta a théann níos faide ná comhlíonadh foirmiúil chun cultúr comhionannais agus cuimsithe a chruthú do gach duine i bpobal na hollscoile.

Comhréiteach Straitéis OÉ Gaillimh, 2020-2025

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

Tacóidh spriocanna EDI sa phlean straitéiseach seo le tiomantais agus le príomhghníomhaíochtaí a bhaint amach agus iad aitheanta ag an ollscoil i Straitéis

2020-2025. Tá tagairtí le feiceáil tríd an gcáipéis (e.g. AP05, CR11) agus tá aguisín ag an deireadh a léiríonn na bealaí ina gcuirfidh ár spriocanna leis na tosaíochtaí i bplean straitéiseach na hOllscoile a bhaint amach.



Spriocanna EDI

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

Comhlíonfaidh na spriocanna seo a leanas an misean sin:



SPRIOC 1:

Aithnítear cion gach duine i bpobal na hollscoile agus tá meas air ^{CR01}



SPRIOC 2:

Tugtar tacaíocht ghníomhach do gach comhalta fóirne agus mac léinn de réir a gcuid riachtanas chun barr a gcumais a bhaint amach ^{CR05, CR10, CP02}



SPRIOC 3:

Déanfaidh OÉ Gaillimh cleachtais nuálacha EDI a thiomáint san Earnáil Ardoideachais ^{CP01, CE01}



SPRIOC 4:

Cothófar cultúr campais atá fáilteach, cuimsitheach, sábháilte agus saor ó idirdhealú ^{CP02, CR01}



SPRIOC 5:

Peirspictíocht an chomhionannais a leabú san obair ó lá go lá ar fud na bhfeidhmeanna go léir ^{CR02}



SPRIOC A HAON



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

- Gradam Airgid Athena SWAN institiúideach a bhaint amach [AR06](#)
- An bhearna phá idir na hInscní (GPG) a laghdú go suntasach trí bhearta a shaináithnítear sa tionscadal GPG [AR07](#)
- Tacaíocht a chinntiú d'fhorbairt agus do leabú líonra foirne Idirnáisiúnta agus tacaíocht leanúnach do líonraí foirne agus mac léinn; Líonra Ban na hOllscoile, Líonra Foirne LGBT+ agus líonraí iarchéime [CR11, AP05](#)
- Príomhtháscairí Feidhmíochta EDI a cheapadh do bhainisteoirí líne, ceannairí Institiúidí Taighde ina measc [CR10, CE04, AR08](#)
- Grada(i)m an Uachtaráin a bhunú chun aitheantas agus luach saothair a thabhairt d'obair den scoth atá déanta ar mhaithe le EDI laistigh dár n-ollscoil [CR11](#)
- Creataí inniúlachta a athbhreithniú chun teacht le luachanna na hOllscoile de mheas, oscailteacht, sármhaitheas agus inbhuanaitheacht agus iad a áireamh [CR07, CR08](#)
- Córais a fhorbairt (neamhfhoirmiúil agus foirmiúil) chun cultúr aitheantais agus measa a chruthú chun léargas a thabhairt ar chion ár bhfoirne nach bhfeictear go minic ach atá riachtanach [CR10](#)





SPRIOC ADÓ

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

- An Plean Gníomhaíochta do Chomhionannas Inscne (GEAP) a chur i bhfeidhm chun comhionannas a bhaint amach agus tearcionadaíocht na mban i róil shinsearacha acadúla agus cheannaireachta a cheartú [CR01, CR09, AR08](#)
- Leaganacha nua de GEAP a fhorbairt amach anseo chun cur chuige trasnach a áireamh chun aghaidh a thabhairt ar thearcionadaíocht grúpaí mionlaigh agus leochaileacha [CR01, CR02, CR09, CR10, AR08](#)
- Iniúchadh bliantúil a thionscnamh faoi threoir fráma trasnach chun dul chun cinn na foirne a mheas ar bhonn inscne, eitneachais, claonadh gnéasach, stádas míchumais, agus aoise [CR02, CV02](#)
- Tacú le tionscnaimh ollscoile agus coláiste maidir le dearadh uilíoch don fhoghlaim (UDL) a chomhtháthú chun eispéireas cuimsitheach gan uaim a sholáthar do gach mac léinn [AP02, CR06, CP02, CP03](#)
- Tacú le ceannairí ollscoile agus coláiste a bhfuil freagracht orthu as foghlaim agus teagasc chun comhtháthú feasachta agus prionsabail EDI a threorú ar fud na gcuraclam múinte fochéime agus iarchéime [CR02, CE05](#)
- Sraith polasaithe a fhorbairt agus a chur i bhfeidhm chun tacú le rochtain agus cion níos mó foirne agus mac léinn faoi mhíchumas lena n-áirítear an Cód Cleachtais Míchumais [AP01, AP02](#)
- Cairt Ómóis a chur i bhfeidhm ar bhonn céimneach ar fud an champais chun eispéireas den scoth a chinntiú do mhic léinn mar aon le timpeallacht mheasúil oibre agus foghlama a sholáthar [AR01](#)
- Rochtain chomhionann ar thacaíochtaí foirmiúla agus neamhfhoirmiúla d'fhorbairt ghairmiúil a chinntiú do gach comhalta foirne [AE01](#)





SPRIOC ATRÍ

Déanfaidh OÉ Gaillimh cleachtais nuálacha EDI a thiomáint san Earnáil Ardoideachais

- Foghlaim ón tionscadal GPG (bearna phá idir na hinscní) a scaipeadh ar institiúidí ardoideachais go náisiúnta ^{AR07}
- Bunachar fianaise ar thionchar thionscnaimh straitéiseacha idirchreidmheacha EDI a fhorbairt agus a chur in iúl ^{AR05}
- Ceannaireacht a chur ar fáil ar bhonn earnála i bhforbairt threoirlínte IUA chun tacú le cur i bhfeidhm an Chreata Toilithe ^{CP04}
- Tacaíocht a chur ar fáil go réigiúnach trí pháirt a ghlacadh i, agus dea-chleachtas a roinnt le coistí EDI na nInstitiúidí Ardoideachais inár réigiún ^{CC05, CP04, CS05}
- Ról ceannaireachta a imirt go hidirnáisiúnta in EDI trí bheith mar thoscaire náisiúnta do Choiste EDI Ollscoileanna Coimbra ^{CC06, CP04, AE12}
- Príomhóráid / léacht / seimineár / ceardlann EDI amháin ar a laghad a thabhairt in aghaidh na bliana go seachtrach ^{CC05, CP04, CP01}
- Ról gníomhach a ghlacadh i líonraí náisiúnta IUA agus HEA EDI ^{CC05, CP04}. A chinntiú go ndéantar ionadaíocht láidir ó OÉ Gaillimh ar Choiste Stiúrtha Náisiúnta Athena SWAN ^{CP01}
- Páirt ghníomhach a ghlacadh i bpainéil mheastóireachta Athena SWAN agus foghlaim a roinnt le SATanna SWAN Athena institiúideacha agus roinne, sa bhreis ar na cinn in GMIT agus IT Shligigh ^{CP01}
- A mholadh go mbeadh foréigean teaghlaiigh san áireamh mar chuid de shainchúram na hoibre ar chomhionannas inscne ar leibhéal náisiúnta ^{CP01}
- Tacú le samplaí maithe taighde agus dea-chleachtais in EDI a tháinig chun cinn ó mhic léinn agus ó fhoireann OÉ Gaillimh, agus iad a chur ar taispeáint ^{CR02, CR06}



SPRIOC A CEATHAIR



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

- A chinntiú go bhfáiltíonn imeachtaí ionductaithe ag leibhéal ollscoile agus áitiúil roimh chomhaltaí foirne agus mic léinn nua agus go n-éascaítear a gcomhtháthú i bpobal na hollscoile [AE01](#), [AP05](#), [CE04](#)
- Ár líonraí beoga foirne a úsáid chun tacú le próisis ionductaithe agus taithí comhaltaí foirne nua a fheabhsú [CP02](#)
- Meitheal tras-ollscoile a bhunú agus a threorú ar an gCreat Forfheidhmithe [CR10](#), [CR11](#)
- Comhoibriú le AD chun folláine choirp, shóisialta agus mheabhrach a fheabhsú inár bpobail lena n-áirítear aitheantas a thabhairt do thionchar an fhoréigin teaghlaigh ar ár gcomhaltaí foirne agus ár mic léinn [AR10](#), [AR11](#), [CR09](#), [CR10](#)
- Bacainní ar chuimsiú atá roimh mhic léinn mar gheall ar stádas socheacnamaíoch agus mionlaigh a aithint agus deireadh a chur leo [AP03](#), [CR02](#), [CP02](#)
- Cur chuige neamhfhuilgthe maidir le ciníochas a leabú ar an gcampas agus tacú le feachtais frithchiníochais sa phobal níos leithne [AE01](#), [AP03](#), [AP05](#), [AR01](#), [AR04](#), [AR05](#), [CR01](#), [CR04](#),
- Bearta comhionannais agus chearta an duine do phobal OÉ Gaillimh a chur chun cinn agus a fheabhsú trínár slabhra soláthair [AR05](#), [CS02](#), [CS03](#)
- Tógáil ar ár n-ainmniúchán mar Ollscoil Tearmainn, leanúint ag cur le rannpháirtíocht in OÉ Gaillimh d'Iarratasóirí Cosanta Idirnáisiúnta, dídeanaithe, imircigh leochaileacha agus Lucht Siúil na hÉireann [AP03](#), [AP05](#), [CP02](#)
- Cur ar chumas comhaltaí foirne agus mic léinn ceistiú a dhéanamh agus dúshlán a thabhairt do theanga agus iompar neamh-inmhianaithe gan eagla go mbeidh siad síos leis agus le muinín sa tacaíocht ollscoile atá ar fáil dóibh siúd a labhraíonn amach (e.g. oiliúint i nGníomh an tSlua) [AR01](#), [AR04](#), [CP02](#) [CR01](#)





SPRIOC ACÚIG

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

- Comhthuiscint ar chomhionannas/ comhionannas deiseanna a fhorbairt agus a chur chun cinn ar fud an champais [AE01, AR02](#).
- Oiliúint éigeantach feasachta EDI a leabú do gach ceannaire sinsearach agus bainisteoir sinsearach, bainisteoir líne, agus iad siúd ar bhoird agallaimh agus arduithe céime [AE01, AR02, AR03](#)
- Peirspictíocht EDI a chur chun cinn sna cleachtais a bhaineann le hualach oibre don fhoireann uile a leithdháileadh [AE01, AE05, CR02](#)
- Ag baint úsáid as fráma trasnachais, sonraí ar na tréithe cosanta agus ar an stádas socheacnamaíoch (nuair is féidir) a bhailiú agus a fhoilsiú go córasach gach bliain chun bonn fianaise a bhunú do ghníomhaíochtaí, do pholasaithe agus do chleachtas [AR05, CR02](#)
- Measúnú tionchair ar chomhionannas (EIA) a chur i bhfeidhm i ngach polasaí agus cleachtas in OÉ Gaillimh lena chinntiú go bhfuil céimeanna dearaidh agus athbhreithnithe na bpolasaithe agus na ngníomhaíochtaí uilechuimsitheach agus go gcuireann siad cuimsiú agus comhionannas deiseanna chun cinn go réamhghníomhach [CR02](#)
- Feasacht ar chomhionannas a leabú sa teagasc agus san fhoghlaim go háirithe i gcraicclaim fochéime agus iarchéime [AR04](#)
- Treoirínte a fhorbairt do gach réimse de ghníomhaíocht na hOllscoile chun infheictheacht agus cuimsiú grúpaí faoi ghannionadaíocht a chinntiú [AR02, AR03, AR04, AR05, CR02](#)



Fís Roinnte, Múnlaíthe ag Luachanna – Straitéis 2020-2025 a chomhlíonadh

Tógfaimid ar chroíluachanna OÉ Gaillimh agus cabhróimid leis na tiomantais agus na Príomhghníomhartha sin, a bhfuil tagairtí tugtha dóibh tríd an gcáipéis agus atá le léamh thíos, a bhaint amach:



OÉ Gaillimh ina bhfuil Meas ar chách

- **AR01:** Cuirfimid romhainn cultúr ómóis a leabú go láidir trí Chairt Ómóis a fhorbairt agus a chur chun feidhme. Glacfar ceannasaíocht ar an gCairt sin ag gach leibhéal den institiúid.
- **AR02:** Déanfaimid clár scileanna a dhearadh agus a fhorfheidhmiú a chabhróidh le comhbhá agus le tuiscint a chothú inár bpobal campais.
- **AR03:** I gcomhar lenár bpobail, forbróimid agus cuirfimid i bhfeidhm clár freagrachta sóisialta struchtúrtha don ollscoil trí chéile féachaint le tionchar dearfach agus intomhaiste a imirt ar an tsochaí.
- **AR04:** Cuirfimid smaointe chun cinn trínár ngníomhaíochtaí teagaisc agus taighde a léiríonn meas ar dhínt gach duine.
- **AR05:** Comhlionfaimid ár 'nDualgas Earnála Poiblí maidir le Comhionannas agus Cearta an Duine' i ngach ceann d'fheidhmeanna agus de chaidrimh na hOllscoile.
- **AR06:** Féachfaimid lenár nGradam Cré-Umha Athena SWAN a choinneáil agus cuirfimid romhainn creidiúnú ag leibhéal an Airgid a bhaint amach don institiúid chun an éagsúlacht agus an comhionannas a chur chun cinn tuilleadh san Ollscoil.
- **AR07:** Cuirfimid plean i dtoll a chéile chun an bhearna phá idir na hinscní a laghdú go mór, agus cuirfimid an plean sin i bhfeidhm.
- **AR08:** Cuirfimid le héagsúlacht na struchtúr ceannaireachta agus ollscoile chun ionadaíocht a dhéanamh ar phobal OÉ Gaillimh atá ag éirí níos éagsúla.
- **CR01:** Cuirfimid an comhionannas agus an éagsúlacht chun cinn san Ollscoil go réamhghníomhach, agus tabharfar aitheantas do thaithí aonair gach duine.
- **CR02:** Cuirfidh ár dtaighde bonn eolais faoi dhearcthaí agus faoi pholasaí maidir le héagsúlacht, le súil feabhas a chur ar an tuiscint agus an fheasacht atá againn maidir le míbhuntáiste agus idirdhealú nuair is ann dó.
- **CR04:** Déanfaimid cultúr tuisceana agus ómóis a leabú inár nOllscoil, lena n-áirítear sa taithí a fhaigheann mic léinn.
- **CR06:** Cuirfimid leis an rath a bhí ar thionscadail phiolótacha inár seirbhísí tacaíochta do mhic léinn, déanfaimid príomhshruthú ar chlár do shláinte agus folláine mheabhrach, fhisiciúil agus shóisialta.
- **CR07:** Tá an Ollscoil tiomanta ina sprioc caighdeán arda fostaíochta agus cothroime ag an obair a choinneáil agus a chur chun cinn.
- **CR08:** Cuirfimid barr feabhais ar fostaíocht shlán dhíreach ar théarmaí ardchaighdeán, i gcomhréir le polasaí poiblí, i dteannta le rochtain thrédhearcach agus chothromasach i leith forbairt gairme, dul chun cinn agus ardú céime.
- **CR09:** Tá an Ollscoil tiomanta chomh maith do chleachtais oibre a thacaíonn le teaghlaigh ar bhealach atá tuisceanach agus a dhéanann freastal ar chothromaíocht shláintiúil oibre is saoil.
- **CR10:** Is féidir le gach duine a oibríonn ar champais OÉ Gaillimh a bheith ag súil go gcuirfí ar a gcumas oibriú i dtimpeallacht dhearfach agus shábháilte, ina bhfuil tuiscint ar riachtanais fhisiciúla, intleachtúla agus folláine na bhfostaithe.
- **CR11:** Caitear le fostaithe leis na caighdeán is airde dínite agus measa.

OÉ Gaillimh atá Oscailte

- **AP01:** Cuirfimid clár forbartha caipitil i bhfeidhm a bheidh mac léinn-lárnaithe, dírithe ar an bpobal agus a bheidh comhfhiosach ar mhíchumas, chun rochtain ar agus rannpháirtíocht lenár gcampas agus lenár n-áiseanna a fheabhsú.
- **AP02:** Glacfaimid le Prionsabail an Dearaidh Uilíoch inár dtimpeallacht foghlama agus oibre chun inrochtaineacht a mhéadú, freastal a dhéanamh ar na bealaí éagsúla foghlama agus chun cabhrú le mic léinn barr a gcumais a bhaint amach.
- **AP03:** Agus muid ag tógáil ar ár n-ainmniúchán mar Ollscoil Tearmainn, forbróimid réimse tacaíochtaí do gach pobal ar mian leo rochtain a fháil ar an ardoideachas.
- **AP05:** Spreagfaimid agus cuirfimid fáilte roimh mheascán leathan comhaltai foirne agus mic léinn idirnáisiúnta ar ár gcláir theagaisc agus thaighde ag leibhéal fochéime agus iarchéime.
- **CP01:** Beimid i mbun caidreamh gníomhach le páirtithe leasmhara seachtracha, alumni agus leis an bpobal chun an tionchar atá againn a uasmhéadú.
- **CP02:** Forbróimid cultúr cuimsitheach a fhéachann le rochtain ar an oideachas a fheabhsú, comhoibriú a éascú, agus a thacóidh lenár bpobal, beag beann ar an gcúlra atá acu.
- **CP03:** Déanfaimid infheistiú i dtimpeallacht fhisiciúil a chinnteoidh go bhfuil ár n-ollscoil oscailte agus inrochtana dár bpobail uile.
- **CP04:** Cuirfimid romhainn tionchar dearfach a imirt ar an tsochaí trí dhul i gcomhar le hollscoileanna, le heagraíochtaí agus le pobail eile, go áitiúil agus go hidirnáisiúnta, chun go n-éascófar cruthú agus roinnt eolais, saineolais agus teicneolaíochtaí.

OÉ Gaillimh atá Saineolach

- **AE01:** Cuirfimid Straitéis do Dhaoine i dtoll a chéile agus i bhfeidhm a chuirfidh ar chumas comhghleacaithe a lánacmhainneacht a bhaint amach agus a thacóidh le OÉ Gaillimh a uailmhianta a bhaint amach, lena n-áirítear clár struchtúrtha d'oiliúint, forbairt agus meantóireacht foirne.
- **AE05:** Tuigimid agus aithneoidimid inár bpolasaithe agus inár gcleachtais an tiomantas don teagasc, don nuálaíocht churaclaim, don léann, don chomhchleachtas agus do bhainistíocht chláir.
- **AE12:** Cuirfimid comhpháirtíochtaí straitéiseacha nua ar bun le hionaid taighde barr feabhais chlúiteacha náisiúnta, Eorpacha agus idirnáisiúnta a mbeidh fócas faoi leith acu ar chomhpháirtíochtaí taighde agus ar mhalartú foirne/mac léinn.
- **CE04:** Cuirfimid clár forbartha ar fáil, lena n-áirítear meantóireacht, cóitseáil agus oiliúint, agus cuirfimid lenár dtimpeallacht fhisiciúil agus fhíorúil d'fhonn ár bhfoireann, mic léinn agus comhpháirtithe a chumasú chun a lánacmhainneacht a bhaint amach.
- **CE05:** Bainfidh ár gcuid mac léinn leas as curaclaim nuafhorbartha atá bunaithe ar thaighde agus a tharraingíonn ar láidreachtaí idirdhisceplíneacha ár n-ollscoile.

OÉ Gaillimh atá Inbhuanaithe

- **CS02:** Déanfaimid ár gcampais agus ár ngnóthaí seachtracha uile a bhainistiú go hinbhuanaithe, agus féachaimid le bheith inár n-eiseamláir as tionchar dearfach a bheith againn ar an gcomhshaol.
- **CS03:** Déanfaimid ár n-ollscoil a ullmhú don todhchaí trí chinntiú go mbeidh gach ceann dár

n-oibríochtaí inbhuanaithe ó thaobh an chomhshaoil de agus sa chomhthéacs sóisialta agus airgeadais.

- **CS05:** Agus muid ag obair as lámha a chéile le comhpháirtithe áitiúla, réigiúnacha, náisiúnta, Eorpacha agus domhanda, forbróimid réitigh a éascóidh todhchaí níos inbhuanaithe.

Ár Luachanna

- **CV02:** Beidh ceapadh polasaithe agus earcaíocht in OÉ Gaillimh faoi réir ag na luachanna sin.

Ár bPobail

- **CC05:** Beidh caidreamh gníomhach againn leis an rialtas, comhlachtaí stáit, gníomhaireachtaí forbartha, grúpa ospidéal Saolta agus le hinstitiúidí oideachais eile féachaint leis an gcion a dhéanaimid don fhorbairt réigiúnach agus náisiúnta a uasmhéadú.

- **CC06:** Bunóimid comhghuaillíochtaí straitéiseacha nua le comhpháirtithe Eorpacha agus idirnáisiúnta agus féachfaimid leo sin atá ann cheana a neartú chun go mbeidh an tionchar is mó ag ár dteagasc, ár dtaighde agus ár nuálaíocht.





NUI Galway
OÉ Gaillimh

Straitéis Comhionannais, Éagsúlachta agus Cuimsithe

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