



OLLSCOIL NA GAILLIMH
UNIVERSITY OF GALWAY

Equality, Diversity and Inclusion

Annual Report 2023–24



University
ofGalway.ie



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Foreword

I am delighted to write this foreword for the Equality, Diversity and Inclusion (EDI) Annual Report 2023–24. This annual report illustrates the progression of the EDI agenda at the University of Galway and demonstrates the necessity of engaged leadership at every level to achieve our ambitious objectives.

More than ever, we are mindful of the necessity of tackling racism experienced by both staff and students in higher education and in the wider society.

During this academic year, we launched the first Race Equality Framework and Action Plan (2023–27) at the University, demonstrating not just our commitment to race equality but our sectoral leadership also. This plan is a critical milestone in our evolving commitment to creating an equitable and inclusive higher education community that is representative of the diversity of our society. The plan is also very timely in the context of sectoral and national policy developments in relation to promoting race equality in higher education. More than ever, we are mindful of the necessity of tackling racism experienced by both staff and students in higher education and in the wider society.

This extends to the wider international context in terms of recognising the role of our university in supporting the public good through adopting a human rights lens. Taking this stance, we continue to call for an immediate, permanent ceasefire in Gaza, for the release of hostages, and for justice, accountability and equal protection of human rights. We also published a comprehensive review of our links with Israeli and Palestinian industry and higher education institutions, again providing leadership in the higher education sector. It is our intention to strengthen our institutional commitment to human rights through the development of a Human Rights Impact Assessment tool.

Gender equality remains a key pillar of our EDI commitments, and we have supported the creation of a long-term fund for Athena Swan (AS) application, implementation and renewal for schools and units. In addition, I welcome the establishment of the AS Champions Network which harnesses the expertise of staff engaged in promoting gender equality as well as creating a space for discussing shared actions, opportunities and concerns. All this engagement is critical to the progression of our institutional AS Silver application and work is well underway to analyse impact and to

develop our next action plan. Notwithstanding a modest improvement in the gender pay gap in recent years, the persistently high level of the gender pay gap is an ongoing issue of concern. Accordingly, while there has been significant progress on actions within our institutional Gender Equality Action Plan, more radical action is required to address the pervasive legacies of gender inequality. To that end, we approved a Positive Action Policy to allow for the adoption of measures which provide for specific advantages to compensate for gender disadvantages in professional careers.

There were some changes to the composition and emphasis of the External Advisory Group on Gender Equality (EAG). We have welcomed two new members: Kevin Coutinho, equalities practitioner, London, and Dr Marcela Linková, Head of Centre for Gender and Science, Czech Academy of Science. We have also broadened the focus to equality in a wider context reflecting the different EDI programmes of work. The EAG visited in May 2024 and provided a report detailing their analysis of the progress and commentary on areas for development. This was a very productive and helpful engagement with such experienced practitioners and academics in the field.

The programme of work to address sexual violence and harassment is critical to ensuring a supportive and safe working

and learning culture. The comprehensive attention to policy review, training, education and awareness raising is central to this aim. Our Active* Consent programme attained the HEA Impact award in September 2023 which is a substantial recognition of the continued impact and innovation that the programme contributes to changing culture and behaviour in higher, further and second level education. The progression of actions under our ten-point Universal Design and Accessibility Action Plan has focused comprehensively on enhancing the physical and digital environment for all our university community. The approval of a policy on Reasonable Accommodation for Students is key milestone in mainstreaming equality by design for disabled students. The work of the Access Centre in supporting students and enabling equal participation is particularly commended.

I would like to express my sincere gratitude and appreciation to all our colleagues who are involved in working to further EDI at the University of Galway, in particular members of EDI Campus Committee, EDI and Human Resources Committee, Vice Deans EDI and colleagues in the OVPEDI Team.

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



Introduction

This 2023–24 Annual Report documents the key actions and activities undertaken throughout the academic year to advance the EDI agenda with a specific focus on the four established EDI programmes of work; Gender Equality, Race Equality, Universal Design and Accessibility, and Sexual Violence and Harassment Prevention and Response. These programmes of work are supported by an enhanced EDI data infrastructure and reporting capabilities.

As we approach the final year of the University of Galway EDI Strategy 2022–25, the priority actions implemented in 2023–24 are reported under the five overarching goals of the EDI strategy while recognising that many of the initiatives are relevant to several goals simultaneously, owing to their intersectional nature.

I would like to express my sincere gratitude and appreciation to all our colleagues who are involved in working to further EDI at the University of Galway, in particular members of EDI Campus Committee, EDI and Human Resources Committee, Vice-Deans EDI and colleagues in the OVPEDI Team.



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Vice-President for Equality,
Diversity and Inclusion

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Diversity Profile of Our University Community

Data gathering and monitoring is an important means of identifying inequality, addressing gaps and evaluating progress as required to meet our legislative obligations under the Public Sector Equality and Human Rights Duty.

Combined with qualitative information, the OVPEDI is building a picture of the diversity and lived experience of our staff and student body in order to:

- establish an evidence base for activities, policies and practice.
- Assess whether policies and practices are equitable and fair and do not disproportionately affect different groups.
- Benchmark to identify gaps in performance.

Of the nine protected grounds under Equality legislation, age, gender and nationality for staff are systematically recorded on the employee record system.

We ask staff (and applicants) to disclose their other personal characteristics on a voluntary and confidential basis via the Employee Self-Service (ESS) Diversity section on the Core Portal. In accordance with our [OVPEDI Data Privacy Notice](#), any personal information disclosed via the ESS Diversity section is aggregated and reported at an institutional level only. It is not available at an individual level and no individual is identifiable in the process. Staff members are in control of this personal information and may update or remove it at any time.

We are slowly building a more robust picture of the University's diversity profile via increasing disclosure rates via the (ESS) Diversity section on the Core Portal from 34% in 2021–22 to 38% of all staff in 2023–24. We will continue to encourage completion rates throughout 2024–24.

Scan the QR code to visit the Employee Self-Service (ESS) Diversity section on the Core Portal.



Staff Profile



Gender

Staff Category	Male	Female
Academic	53%	47%
Research	50%	49%
Support	70%	29%
Total	58%	42%



Age

Staff Category	Average Age
Academic	46
Research	37
Support	48
Average Overall	44



Religion

Religion	Percentage
Roman Catholic	50%
Church of Ireland	1%
Hinduism	2%
Islam	4%
Judaism	0%
Methodist	1%
Orthodox Christian	1%
Presbyterian	0
Other	6%
None	34%



Nationality

Staff Category	International	Irish
Academic	23%	77%
Research	58%	42%
Support	10%	80%
Total	27%	73%

No. of Countries = 77



Ethnicity

On the basis of voluntary disclosures, 11% of staff who responded via the Employee Self-Service (ESS) Diversity section on the Core Portal were from an ethnic minority background.



Disability

On the basis of voluntary disclosures, 12% of staff who responded via the Employee Self-Service (ESS) Diversity section on the Core Portal disclosed having a disability.



Student Profile



Gender

The gender profile of students is captured on the Student Record System (SRS). 1% of students have chosen not to disclose their gender.

Student Level	Male	Female
UG	39%	61%
PGT	40%	59%
PGR	45%	55%
Total	39%	60%



Disability

The Disability Access Route to Education (DARE) is a national scheme developed by HEI's to increase the number of students entering Higher Education who have a disability by offering reduced points places to students on full-time undergraduate programmes and providing additional University supports to students. The number of students with disabilities entering through the DARE entry route is recorded on the Student Record System (SRS) and reflects a substantial increase of students entering through these entry routes over the last 14 years.



Age

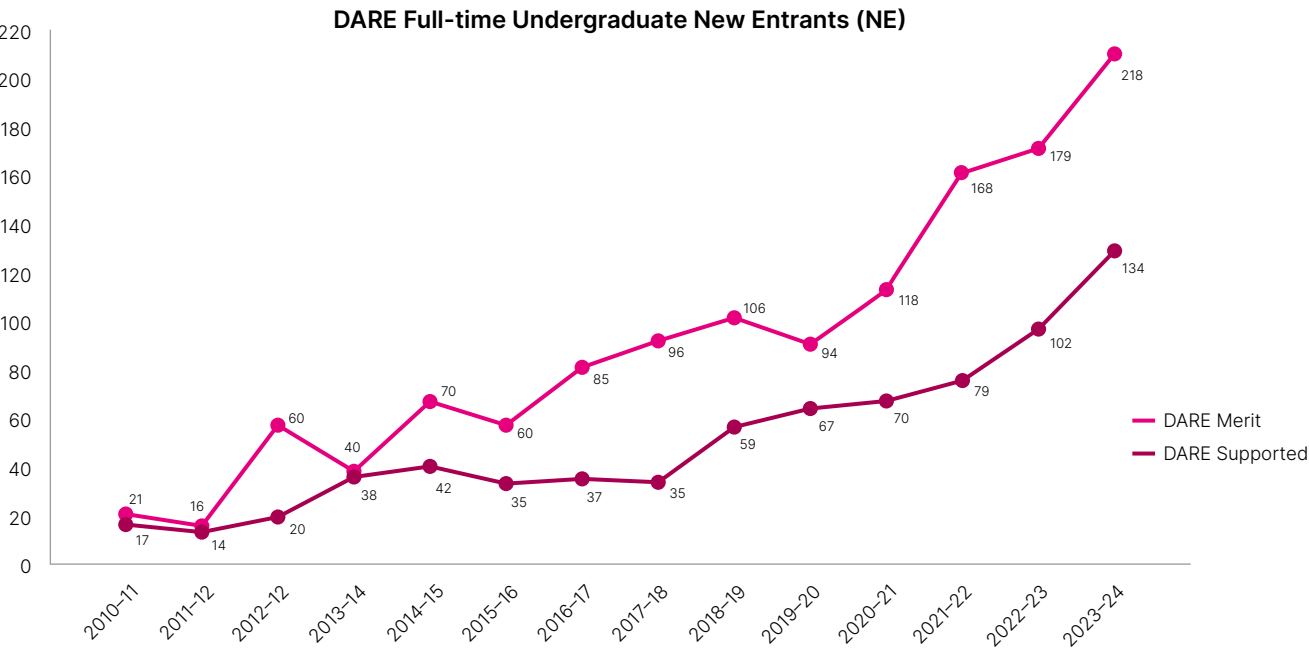
Student Level	Average Age
UG	22
PGT	30
PGR	32
Average Overall	24

Registered students 31 Dec 2023



Ethnicity

As with staff, student ethnicity is not captured systematically on the student record system. We draw on data from the Equal Access Survey which is distributed to the First Year New Entrants enrolling on a full-time Undergraduate degree programme. In the 2023-24 survey, 9.7% of the student respondents were from an ethnic minority background.



HEAR Merit refers to students who were eligible for the scheme but did not need to avail of reduced points; HEAR Supported refers to students who were eligible for the scheme and availed of reduced points

Public Sector Equality and Human Rights Duty

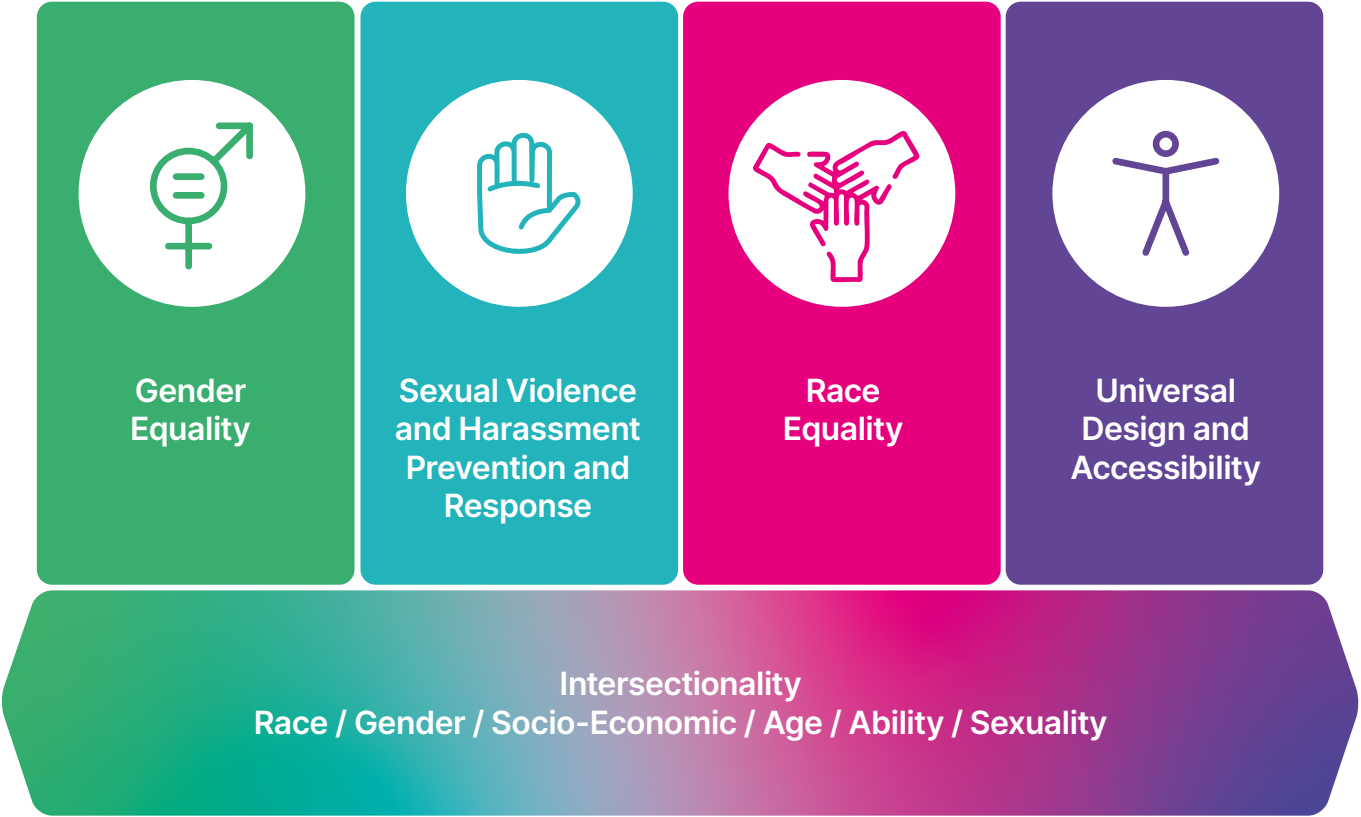
University of Galway relies on a multifaceted evidence-based approach using complementary methods to assess, address and report on our Public Sector Equality and Human Rights Duty. This includes surveys deployed by the EDI Office and analysis and monitoring undertaken by the Access Office in relation to widening participation. This supports us to identify and respond to the needs and requirements of staff and students in the context of the Irish Human Rights and Equality Commission Act.

The EDI Office and the Access Centre are responsible for the development and implementation of five comprehensive Action Plans which aim to promote equal opportunities and address inequalities for staff and students with reference to the identified groups under the Equal Status (2000-2018) and Employment Equality Acts (1998-2015), and additionally people at risk of poverty and social exclusion. There is an extensive governance structure to support implementation under the responsibility of the University leadership:

Equality, Diversity and Inclusion Organogram



Progress Update on EDI Programmes of Work



Gender Equality Programme of Work

Context and Background

University of Galway's Gender Equality Programme of work is governed and informed by the following:

- [The First HEA National Review of Gender Equality in Irish Higher Education Institutions \(2016\)](#)
- [The 2nd HEA National Review of Gender Equality in Irish Higher Education Institutions \(2022\)](#)
- [Public Sector Equality and Human Rights Duty \(2014\)](#)

The Higher Education Authority (HEA) and Public Sector Duty require Irish Higher Education Institutions to actively work towards achieving gender equality within their organisations and set out actions and targets that must be met within specific timeframes. HEA block grant funding is linked to an institution's performance in addressing gender inequality through the Strategic Dialogue process and System Performance Framework, and Public Sector Duty legally obliges HEIs to promote equality, prevent discrimination and protect the human rights of their employees and students.

The Gender Equality Programme of work is also shaped by policies and directives European level. This includes the European Commission's [Pay Transparency Directive](#) which requires EU organisations to share their gender pay gap data publicly, [Horizon Europe gender equality plan \(GEP\) eligibility criterion](#) whereby HEIs must have a GEP to be eligible to apply for funding, and the EU's [Action Plan on Gender Equality and Women's Empowerment in External Action 2021–2025 \(GAP III\)](#).

The Gender Equality programme is the longest established and foundational initiative of the OVPEDI. It laid the groundwork for other programmes, such as Race Equality and Sexual Violence and Harassment Prevention and Response, and remains a cornerstone of the OVPEDI's work. As the longest-standing programme, Gender Equality is also the most developed and extensive, structured around five key pillars, as outlined below.

Gender Equality Action Plan (GEAP)

The University's Gender Equality Action Plans (GEAP) provide a structured, strategic framework for advancing the gender equality agenda across the institution. These plans outline specific goals, actions, and measurable outcomes aimed at addressing gender disparities in various areas, including recruitment, retention, career progression, leadership representation, and campus culture. We are now completing the third iteration, GEAP 3, with a view of creating our next GEAP in 2024 spanning the next five years.

Methodology

A multifaceted approach is taken to embedding gender equality across University of Galway. Five core pillars (see below) operate in a continuous cycle of development based on consultation, co-creation and analysis of data; implementation; embedding; monitoring, and re-evaluation on a regular basis to consider where improvements can be made in an ever-evolving landscape.

- | | |
|---|---|
| 1 | Athena Swan: Institutional Level |
| 2 | Athena Swan: School Level |
| 3 | Awareness and Training |
| 4 | Promoting and Supporting Women's Leadership |
| 5 | Furthering Gender Equality/EDI |

1. Athena Swan: Institutional Level

The Irish Athena Swan Framework is used as tool to drive systematic, longterm change at multiple levels across the University. There is a collaborative synergy between the Athena Swan work carried out at School/Unit level and the activity driven at institutional level. Athena Swan action plans specific to the School/Unit context compliment and reinforce the Athena Swan actions taking place at a broader institutional level and vice versa. Two fundamental principles of the gender equality programme, and Athena Swan, are:

1. That the real lived experiences and opinions of staff can and should have a direct impact on how this work is shaped.
2. That all policies, procedures and changes made should be re-evaluated for their effectiveness on an ongoing basis.



University Context: Progress Made So Far

University of Galway now has Bronze institutional award and will apply for a Silver award in Q2 2025.

The University also has 11 Bronze departmental awards and one Silver departmental award, with the School of Engineering being the first Engineering School in the Republic of Ireland to achieve this accreditation.



- School of Engineering



- School of Medicine
- School of Nursing and Midwifery
- School of Health Sciences
- School of Psychology
- School of Mathematics, Statistics, and Applied Mathematics
- School of Natural Sciences
- School of Biological and Chemical Sciences
- School of Computer Science and Data Science Institute (Joint Application)
- School of Business and Economics
- School of Law
- Shannon College of Hotel Management

Progress of Institutional Athena Swan Action Plan 2021–25

The University's GEAP largely comprises actions from our Athena Swan action plan as well as actions under the University of Galway Equality, Diversity and Inclusion Strategy 2020–25 and the Consent Framework Implementation Plan. These actions are implemented by key action leads from across the University including Human Resources, The Deputy President and Registrar's office, the VP for EDI, and others over a 4-year period, 2021-25.



Key Actions Implented

- ✓ Performance for Growth introduced in June 2023.
- ✓ Workload Allocation Model (WAM) Introduced in June 2023.
- ✓ Athena Swan Application, Implementation and Renewal Fund established in September 2023 to support Schools/Units.
- ✓ Athena Swan Institutional Steering Group reconstituted as the Institutional Athena Swan Self-Assessment Team (ISAT) in preparation for apply for an institutional Silver award in Q2 2025.
- ✓ Leadership Development Programme launched in January 2024.
- ✓ Positive Action Policy approved in April 2024.
- ✓ Review of Academic Promotions Process began in May 2024.
- ✓ Covid-19 Grant to support staff with caring responsibilities launched September 2024.
- ✓ Maternity Leave Guidelines for Managers launched in September 2024.

2. Athena Swan: School Level

Almost all Schools at University of Galway are now engaging in Athena Swan work. These Schools are supported by the OVPEDI through the EDI Programme Manager for Gender Equality.

Athena Swan Application, Implementation and Renewal Fund

Established September 2023, the OVPEDI now offers annual funding of €3,000 for Schools and Units to support Athena Swan activity since 2023. This initiative is financed under the University's 10% Strategic Fund. The scheme aims to provide financial assistance to support Athena Swan applications, action implementation and award renewals. In addition, it specifically addresses the University's strategic objectives of attaining an institutional Athena Swan Silver Award and increasing the number of schools with awards by 2025.

The scheme is part of University's efforts to build the operational capability and key supports required to mainstream and embed gender equality in a sustainable and efficient manner, and support, recognise and resource Athena Swan work in a centralised, systematic way. In addition, it will help to ensure that individual burdens and common actions are alleviated through enhancing operational capacity from application to implementation and renewal.

University of Galway's Athena Swan Champions Network

All School/Unit Athena Swan Self-Assessment Team Chairs are members of the Athena Swan Champions Network, since its establishment in December 2022. The Champions meet on a quarterly basis to discuss progress and obstacles arising at School and Unit level in relation to Athena Swan. Items raised during these meetings feed into the discussions of the Athena Swan ISAT. The aim of the Athena Swan Champions Network is to facilitate knowledge exchange and support between those involved in Athena Swan activities across the University.



Athena Swan Champions. Front row (sofa), (L-R): Dr Bernadine Brady, Dr Paul Flynn, Dr Sarah-Anne Buckley, Dr Florence Abrams; Second row: Dr Laura Loftus, Marion Sulej, Dr Ciara O'Meara, Anne O'Grady, Aoibhin Keighron, Gwen Morris, Aoife Cooke, Prof Dearbháile Morris; Back row: Prof Paul Murphy, Prof Edward Jones, Dr John McCrea.

3. Awareness and Training

Staff Consultation 2023-24

The OVPEDI regularly engages in comprehensive consultation with staff and, where relevant, students. Consultation is a fundamental aspect of our Athena Swan work and takes various forms, including detailed surveys, brief pulse surveys, and focus groups, among others. This ongoing engagement ensures that we are responsive to the needs of our community.

The goal is to collaboratively shape the changes, policies, and procedures that enhance the University of Galway's commitment to inclusivity and respect, fostering a culture where all members feel valued and supported. Details of the consultation that took place in 2023-34 can be found in the table below.

Date	Consultation Type	Response Rate
April/May 2023	All Staff Athena Swan Survey.	1,016 of 2,733 Staff (37% Response Rate)
June 2023	World Café style consultation with academic staff at Lecturer and Senior Lecturer level.	46 Participants
April 2024	World Café style consultation with staff who took maternity/adoptive leave over the past 3 years. Collaborative project with HR.	25 Participants
September 2023	Pulse survey to all staff who have taken maternity/ adoptive leave over the past 5 year circulated by HR/ OVPEDI.	92 of 164 Recipients (56% Response Rate)
August 2024	Best Practice Guidelines circulated to managers who have staff who have taken maternity/adoptive leave over the past 2 years circulated by HR/OVPEDI for comment.	



Training

The OVPEDI offers a range of training opportunities specifically designed to support the career development of female staff and raise awareness of gender equality issues. New management and leadership training programmes have also been developed under the GEAP 3 to embed EDI principles and a people-centred approach into our processes and culture.

Training	Overview
Aurora	University of Galway supports women from across all staff categories to participate each year on the Aurora programme, a women-only leadership development programme delivered by Advance HE. It is a unique partnership initiative bringing together leadership experts and higher education institutions to take positive action to address the under-representation of women in leadership positions in the sector. “The Aurora Programme has given me the self-confidence to believe in my own worth and ability to achieve goals. [...] It erased my self-doubts and gave me a voice. It allowed me to see clearly the barriers I allowed to develop for myself.” “It gave me the space to consciously consider my career and development within the university and also enhanced my understanding of leadership, and to recognise, acknowledge, and appreciate my experiences and skills that relate to leadership, but which I may not have previously recognised.” “Aurora has transformed my view of my own leadership skills and self-presentation.”
Leadership Development Programme (Partnership with HR)	This programme was developed under the GEAP 3 in partnership with the HR Learning and Development Office. EDI principles are embedded in the programme which aims to support middle to senior level staff e.g. Heads of School, Heads of Discipline Heads of Unit, Senior Managers (grade 5 upwards), Senior Technical Officers, Senior Researchers and Principal Investigators, to effectively lead their people, schools, departments and projects. The programme is a mix of structured workshops with a facilitator and guest internal speakers, with optional electives also being offered. See page 81 under Goal 5 for further information.
Maternity Matters: Return to Work	This 3-hour interactive and practical online workshop is designed to help prepare and support new parents in adjusting back to the workplace following maternity/adoptive leave. Topics covered include values; setting boundaries; choices; getting over guilt; time management, hit the ground running; resilience; and a coaching session.
Preparing for Academic Advancement Programme (PAA)	University of Galway has collaborated with UL as lead and UCD, TCD, MU and UCC as project partners on the delivery of 4 cohorts of ‘Preparing for Academic Advancement’ Sectoral Gender Equality Enhancement Funded Programme. The sectoral modular Programme aims to support Senior Lecturer level academic women in preparing successful promotion applications to Professor level and in so doing support institutions in achieving the very ambitious HEA target of 40% representation of men and women at full professorial level by 2026.

4. Promoting and Supporting Women’s Leadership

Number of Women in Senior Leadership Positions 2015/16–2023/24

Significant progress has been achieved over the past eight years since the University began its Athena Swan journey in 2016. We have made notable advances in enhancing the academic career pipeline with regard to gender, and increasing the representation of women in senior roles across both academic and Professional, Managerial, and Support (PMS) staff categories, in particular, as illustrated in the table.

While there is still considerable work to be done the overall trend is promising. A key focus moving forward will be to sustain, and where possible, accelerate progress in this area.

Grade	% Female 2015/16	% Female 2023/24
Senior Lecturer	33%	48%
Personal Professor	10%	33%
Established Professor	11%	20%
Director	0%	50%
Associate Secretary	0% (4)	0% (3)
Assistant Secretary	67% (12)	53% (34)
Secretary	33% (6)	56% (9)

Gender Equality Grants Awarded

The OVPEDI offers three grants annually to support staff members returning from extended leave, with a particular focus on maternity leave. Studies indicate that taking time out for maternity leave can have a detrimental effect on women's career trajectories and result in delayed promotion. These grants are offered to provide support to minimise the impact of an extended leave period on research activities. These grants were established as a result of University of Galway's Athena Swan activity.

Year	Returner Grant	Capacity Building Grant	Consolidation Grant	Total
2016/17	8	13	–	21
2017/18	7	8	–	15
2018/19	4	11	–	15
2019/20	2	4	10	16
2020/21	6	13	6	25
2021/22	4	6	5	15
2022/23	8	–	–	8
2023/24	10	3	5	18
Total	49	58	26	133

Aurora Alumni Network

The Aurora women's leadership programme celebrated its ten-year anniversary in 2023. University of Galway's Aurora Alumni Network was launched in November 2023 to celebrate this momentous occasion, and the fact that almost 150 women from University of Galway have now completed the Aurora programme.



Left
Aurora Alumni Network Workshop, April 2024:
Prof Anne Murphy and Dr Laura Loftus.

5. Furthering Gender Equality and EDI

University of Galway engages extensively with other Irish HEIs and European partners to develop innovative approaches to addressing inequality and share good practice.

Funded Projects with External Partners in 2023–24

- Gender Pay Gap Project
- Engaging Men in EDI
- PROMOTE
- Stronger together? Evaluation of single gender vs mixed leadership development programmes in Higher Education Institutions
- ENGAGE Reverse Mentorship Pilot
- The Coimbra Group

See pages 51–54 under Goal 3 for further information.



Sexual Violence and Harassment Prevention and Response

Context and Background

Safe, Respectful, Supportive and Positive: Ending Sexual Violence and Harassment in Irish Higher Education Institutions, commonly referred to as the Framework for Consent in Higher Education was published by the Government in 2019. The University responded to the framework with an institutional action plan. In 2022 the Government launched an implementation plan to address issues regarding sexual violence and harassment in Higher Education Institutions (HEI's) Implementation Plan, 2022–24.

The framework, associated action plan, implementation plan in addition to national/international good practice, national/European policy, the law and emerging research are the drivers for the Sexual Violence and Harassment programme of work.

The programme of work focuses on two distinct pillars – prevention and response.

The main goals for 2023–24 were:

- 1 Policy and Framework Project
- 2 Increasing Awareness of SVH
- 3 Training and Education of Community

All goals contribute to an improvement in the achievement of the Institutional action plan/national implementation plan.

Key Achievements 2023–24

Over 5,000 engagements with staff and students, through workshops, committees, campaigns and training and education initiatives.

- ✓ Consent and Digital Intimacy training embedded into curriculum in all schools in College of Medicine, Nursing and Health Sciences and several schools in College of Arts, Social Sciences and Celtic Studies
- ✓ Workshops delivered through Irish and English.
- ✓ Use of peer education and innovative initiatives to spread awareness, e.g. active artists and drama.
- ✓ SVHPR Manager appointed.
- ✓ Project completion: Policy and Framework Project.
- ✓ First reporting year with dedicated staff to the programme of work.
- ✓ Inaugural year of campus consent champions.
- ✓ Together with Active*Consent, hosted COSHARE Network event Elevating Voices, Eliminating Violence: Advancing Evidence based strategies for SVH in Higher Education.
- ✓ Committee Effectiveness Survey.
- ✓ Positive external review.
- ✓ Effective collaborations with key partners – Students Union, Feminist Society, Active*Consent, COPE Galway and Galway Rape Crisis Centre.

1. Policy and Framework Project

- 1 policy development group established.
- Over 10 policy workshops conducted.
- Over 30 individual stakeholder meetings regarding policy.
- 4 policy stress test workshops conducted.
- 120 suggestions for improvement on draft 2 of policy received.
- Policy consultation with over 20 internal and external groups/stakeholders.

2. Increasing Awareness of SVH

- 2 social media awareness campaigns (Go Purple (Domestic Violence), Stalking).
- 10+ committee meetings attended, including University Management Team (UMT), Equality, Diversity, Inclusion and Human Resources Committee (EDIHRC) and College Executives.
- 5 promotional stalls at key events.

3. Training and Education of Community

Staff Training

- First Point of Contact (Attendees: 43).
- Let's Talk About... Building Healthy Relationships (Attendees: 17).
- eLearning Module Sexual Violence and Harassment: How to Support Yourself and Your Peers (Attendees: 4).
- SVH in the Workplace (GRCC) (Attendees: 18).
- Trauma-Informed Investigation, Adjudication and Sanctioning for Sexual Misconduct Training (Attendees: 14).

Student Training

- First Point of Contact (Attendees: 10).
- Consent Champion (Attendees: 60).
- Consent Workshop (Attendees: 460).
- Digital Intimacy Workshop (Attendees: 127).
- Orientation (Intro to SVH and Consent) (Attendees: 2490).
- eLearning Module Sexual Violence and Harassment: How to Support Yourself and Your Peers (Attendees: 74).

Other

- Participating in 2 HEA Projects. Action 10 (Mapping procedures and practice related to formal complaints of sexual misconduct in Higher Education Institutions) and Action 16 (Highlight and build on the positive survey findings to support development of training/educational programmes – pilot approach at local level).
- 20 Anonymous reports of SVH via SpeakOut tool.
- Participating in 2 research collaborations – COSHARE and GenderSafe.
- Team professional development and upskilling.
- 10+ Reports generated – HEA, UMT, Academic Council.
- 3 Funding applications submitted to HEA.

The University continues to invest in and support the Sexual Violence and Harassment Prevention and Response programme of work. It is anticipated the updated SVHPR policy, procedure and framework will be launched in December 2024. This policy sets out the University of Galway's commitment to recognising, preventing, effectively responding to, and working towards ending sexual violence and harassment (SVH) on our university campuses and within the University community. It is an ambitious programme of work, but we can already see progress and culture change through all our engagements and the number of staff and students who are coming forward to seek advice and support.

Race Equality

Context and Background

On 7 November 2023, University of Galway launched its first Race Equality Framework and Action Plan, to guide a co-ordinated approach to improving equality, diversity and inclusion in the University.

The Race Equality Framework and Action Plan builds on actions outlined in the Higher Education Authority (HEA) Race Equality Implementation Plan 2022–24, [Anti-Racism Principles for Irish Higher Education Institutions \(2023\)](#) that are underpinned by the prohibition of racial discrimination and in accordance with statutory equality and human rights duties. It is strengthened by the Higher Education Authority Act 2022 and Public Sector Equality and Human Rights Duty which articulates University of Galway's statutory responsibility to advance equality of opportunity and support diversity and inclusion, including race equality, in the University.

The HEA defines race equality as equal representation, equal experiences and equal outcomes of staff and students from minority ethnic groups, while race inequality is defined as unequal representation, unequal experiences and unequal outcomes of staff and students from minority ethnic groups.

The University commenced a multifaceted consultation process with staff and students and external partners, including local civil society organisations, in 2022–23. This offered a strong evidence base of the overall experiences of minority ethnic staff and students in the University and was used to inform the development of the Race Equality Framework and Action Plan.

The Action Plan contains 120 actions across five thematic areas, with emphasis placed on ensuring race equality is prioritised in all strategies and policies to ensure the University develops as a welcoming, inclusive environment where everyone has a sense of belonging.

The Action Plan has five thematic areas – leadership, strategy, and policy; recruitment, progression and supports; data, monitoring and reporting; community, communications and culture; and scholarship and research.

1	Leadership, Strategy and Policy
2	Recruitment, Progression and Supports
3	Data, Monitoring and Reporting
4	Community, Communications and Culture
5	Scholarship and Curriculum

Key Achievements 2023–24

During the academic year 2023–24 the race quality agenda has been greatly advanced with the launch of the [Race Equality Framework and Action Plan 2023–27](#) and the completion of many key actions.

1. Leadership, Strategy and Policy

- EDI Programme Manager for Race Equality role mainstreamed as permanent position as evidence of the University's long-term commitment to progressing race equality.
- Race Equality Committee (subcommittee of EDICC) established to oversee implementation and monitoring of the Race Equality Action Plan.
- Agreement to prioritise race equality in the next University of Galway Strategic Plan and College Strategic Plans.

2. Recruitment, Progression and Supports

- Agreement to prioritise race equality in the International Strategy and Student Recruitment Strategy and Action Plan.
- Tom Molineux Elite Athlete Scholarship established for domestic minority ethnic students.
- EDI Race Equality Advisors posts mainstreamed to provide additional student support and advance race equality in the Colleges.
- A Global Employability team is now in situ and provides additional support to international students during the placement process and into the labour market.
- The Researcher Staff Network has been established.

3. Data, Monitoring and Reporting

- Data Manager role mainstreamed as permanent position as evidence of the University's long-term commitment to the collection and reporting of EDI and ethnicity data.
- The collection of diversity data, including ethnicity data, on Core ESS portal for currently employed staff and now also collected at the application stage of the external recruitment process.
- Recruitment data has been expanded to include the research staff category on Core (April 2024).
- EDI Programme Manager for Race Equality and Race Equality Committee are in situ to oversee the monitoring of Action Plan with annual reporting to EDICC, UMT, EDIHRC and Údarás na hOllscoile.

4. Community, Communications and Culture

- An ongoing multi-faceted EDI anti-racism campaign to challenge racist behaviours, practices and assumptions was established and rolled out across the university.

5. Scholarship and Curriculum

- Post-doctoral researcher and working group in situ to oversee the development of a phased approach to decolonise the curriculum and development of a toolkit to support academic staff to include diverse perspectives and approaches within modules.
- EDI Programme Manager for Race Equality has joined the ENLIGHT Diversity and Inclusion Network and has led the development of the Code of Conduct ENLIGHT Guide to Inclusive and Accessible Activities.

Universal Design and Accessibility

Context and Background

The University's strategic commitment to 'adopt the principles of Universal Design (UD) in our working and learning environment' is articulated in its [Universal Design and Accessibility Policy](#). This is implemented through a related action plan and high-level working group, chaired by the Vice-President for Equality, Diversity and Inclusion, Dr Helen Maher, bringing together a range of initiatives and activities across the physical and virtual campus.

2023–24 saw the implementation of the [PATH 4, Phase 1 projects](#), and a developing partnership between the Higher Education Authority and NDA/CEUD to promote [Universal Design in Education \(UDE\)](#). In this approach, education is added to the three domains traditionally associated with universal design – the built environment; products and services; and the digital environment and communications.

As well as its successful application to PATH 4 Phase 2 to develop the Cumas programme for students with intellectual disabilities, the University has made significant progress on priorities 1, 2, 6 and 8 of the UD and Accessibility Action Plan.

Universal Design of the Digital Environment and Information

Web accessibility monitoring by the NDA, under the [EU Web Accessibility Directive](#), was introduced in 2023–24. The Accessible Communications Coordinator, Micheál Ó Cadhain, appointed under PATH 4, Phase 1, worked closely with Information Systems and Solutions and the WWW Technologist, Evan Ryder, in response to the weekly audits, with the following outcomes:

- Accessibility rating improved from 34%, when the NDA audit began, to a peak of 95% in July 2023.
- Consistently in first or second place for web accessibility in [Irish Higher Education Institution websites](#) according to the Silktide accessibility index.

Another significant development in web accessibility is the launch of the [ReciteMe](#) language and accessibility toolbar. This gives the user the option to:

- Adjust their experience on university websites, regardless of their browser.
- Change the text font and size.
- Change the background, text and link colours.
- Magnify or letterbox content.
- Translate text into a different language.
- Download a webpage as an audio file and much more.



Further developments in digital accessibility include:

- 95 staff now trained in creating accessible documents.
- Micheál Ó Cadhain further developed this workshop, and shared practice internationally, through his presentation at the [Digital Accessibility Conference 2023](#).
- Bespoke sessions for the Office of the Vice-President for Equality Diversity and Inclusion and the College of Arts, Social Sciences and Celtic Studies.
- Multiple briefings, workshops and audits with the Marketing and Communications Office.
- A collaborative project to produce accessible Mathematics exam papers with the School of Mathematics, Statistics and Applied Mathematics.
- An online [Accessibility Hub](#) was developed to collate information and guidance on digital, physical and sensory accessibility.

Universal Design of the Built Environment

Funding of €450,000 was secured by the Buildings and Estates Office to provide universally designed emergency evacuation facilities, informed by student-focused research conducted under the FSD Strategic Projects (2021–22) and developed further under PATH 4, Phase 1, in partnership with the University Fire Officer, Samer Ourfali. The focus was on reducing the level of physical effort required by students with restricted mobility to attend lectures and ensuring that they can evacuate quickly, safely and independently.

Actions included:

- Providing step-free access to 12 lecture theatres and power-assisted doors enroute.
- Upgrade and addition of evacuation chairs across campus, training provided to fire marshals, other staff, and Students' Union Officers.
- Re-certification of evacuation lifts, training provided to fire marshals.
- Investment in the [Safezone App](#).
- Emergency evacuation planning guidance provided to teaching staff.

The Physical Accessibility Coordinator, Dr Deirdre Mc Hugh, presented this work to an EU Commission sponsored delegation from the Lithuanian Department of Education, at the NDA Offices in December 2023 and at the [AHEAD Conference 2024](#) in March.

The Buildings and Estates Office secured an additional €1.2m in funding for accessibility works across campus. A monthly Physical Accessibility Forum was established to enable the active and direct participation of disabled students in the prioritisation of accessibility works. The forum includes equal numbers of student representatives and senior University leaders and managers. The student representatives conduct surveys and walkabouts to establish additional areas for improvement. Colleagues from the Buildings and Estates Office consult with them projects and walk them through changes to troubleshoot potential accessibility issues.

This research was supplemented by a learner consultation and staff focus groups which informed the development of the ALTITUDE Charter for Universal Design in Tertiary Education. Further information on the [Learner Consultation](#) is available in a practice paper published in Issue 17 of the AHEAD journal.

The work of the forum was presented at the [European Access Network Conference 2024](#), in Abertay University, Dundee in June 2024.

The forum discussions informed a range of physical accessibility actions including:

- The installation of 70 internal power-assisted doors.
- Signage and signposting of accessible routes and lifts.
- Improved access to lifts.
- Footpath levelling and reconfiguration across campus.
- The installation of ramps.

Works to footpaths were further informed by the Insight SFI Research Centre for Data Analytics' Crowd4Access Citizen Science campus footpath mapping project in collaboration with the Access Centre, ALIVE Student Volunteering and the BSc. in Applied Social Sciences (BASS). This work is outlined in a practice paper in [Issue 17 of the AHEAD Journal](#).

The Chemistry Teaching Laboratory project transformed a 1975 facility into a bright and spacious learning environment. This state-of-the-art teaching lab addresses numerous SDG's, highlighting the link between accessibility and sustainability.

The facilities include:

- An adjustable height fume hood and student bench.
- Adjustable lectern.
- Large teaching screens around the lab.
- Excellent sound system and lots of space to move.

The Sensory Campus

[The Sensory Campus](#) is a key pillar of the Campus Masterplan and University of Galway's campus landscape is already one of sensory experiences, particularly in relation to woodland and water, and formal spaces.

The Buildings and Estates Office worked with landscape architects to produce a [sensory and wellbeing map](#), highlighting sensory friendly indoor and outdoor sensory-friendly spaces on campus. Through the Physical Accessibility Forum, neurodivergent students were consulted throughout the design stage, as well as on other major building projects, including the new Library and Learning Commons.

University of Galway woodland campus landscape.



EDI Goals

The University of Galway Equality, Diversity and Inclusion Strategy 2020–25 has provided a broad framework within which to progress our specific programmes of work to support a diverse, equitable and inclusive university in a sustainable and transformative manner.

The priority actions implemented in 2023–24 are reported under the five overarching goals of the EDI strategy albeit many of the initiatives are relevant to several goals simultaneously, owing to their multifaceted and intersectional nature.

Goal 1.

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

Goal 2.

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

Goal 3.

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

Goal 4.

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

Goal 5.

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





Goal 1.

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

Athena Swan Accreditation

The Institutional Athena Swan Steering Group was reconstituted as the Institutional Self-Assessment Team (ISAT) in November 2023 in preparation for applying for an institutional Silver award in Q2 2025.

The ISAT comprises staff members at every level and from every staff category to ensure that there are representatives from across the University. The group has responsibility for writing the application, conducting quantitative and qualitative analysis, and for ensuring that University of Galway's 2021-25 Athena Swan Action Plan is implemented.

The ISAT comprises staff members at every level and from every staff category to ensure that there are representatives from across the University.

Members of the Institutional Athena Swan Self-Assessment Team (ISAT). Front row (L-R): Dr Tina-Karen Pusse, Aoife Cooke, Dr Helen Maher, John Caulfield, Dr Laura Loftus, Niamh Gallagher; Back row: Prof Peter McHugh, Dr Helen Maher, Prof Dónal Leech, Aoibhin Keighron.



Round-up from Staff Networks 2023-24



University Women's Network

The 2023-24 University Women's Network (UWN) executive committee kicked off their term in October with the fifth annual Sheehy Skeffington lecture. The speaker, arranged by former UWN co-chair Prof Margaret Hodgins, was Coast Guard Lieutenant Commander Kimberly Young-McLear. McLear received the US National Whistleblowers Center Whistleblowers Award in 2019 for exposing gross misuse of power by the US Coast Guard in its handling of bullying, harassment, and discrimination allegations.

The 2023-24 UWN committee hosted two coffee mornings during their term: one in November to raise money for COPE Galway and another in March for International Women's Day.



Prof Alma McCarthy pictured with Dr Olivia McDermott, academic Co-chair of the UWN at the UWN coffee morning held in November 2023 to raise funds for COPE.

The UWN launched an inaugural 'Walk of Remembrance' fundraising event this year, and it is hoped that it will become an annual event. Over 50 people participated in a short ceremony at the University Garden of Remembrance to lay a wreath, light a candle, and remember past colleagues and friends from the university who are no longer with us. The proceeds of the event went to Cancer Care West.

In August, the UWN was delighted that its nominee, Mary Bennett, was conferred with an honorary doctorate in Economic Science by the University. Dr Bennett has been a driving force in many sectors since the 1960s, contributing to the social, economic, and business fabric of Galway and Ireland.



Pictured at the fifth annual Sheehy Skeffington lecture. (L-R): Dr Michelle Sheehy Skeffington, Jane Ennis of the UWN Executive Committee, Coast Guard Lieutenant Commander Dr Kimberly Young McLear, Prof Margaret Hodgins and Josephine Walsh of the UWN Executive Committee.



Dr Mary Bennett pictured with Josephine Walsh of the UWN Executive Committee.

International Staff Network

Established in 2020, the International Staff Network works hard to protect and promote the interests of international staff at University of Galway. Recognising that 27% of staff across all staff cohorts come from outside of Ireland, the International Staff Network (ISN) focuses on addressing the specific challenges they face and creates community and places of belonging. Since this is a very large minority with a lot of leverage, when they bundle their experiences and resources to effect change, the ISN aims that they are properly represented in the governing structure of the University as a group with common interests.

The Network issued a survey and collected responses from a Diversity Café on 19 March 2024, where members reported housing discrimination, problems arising from visa restrictions (not only for staff members but also for their spouses and children), a flawed onboarding procedure with incredibly high set-up costs, and an inflexible hybrid work policy (forcing members into unwanted unpaid leave arrangements when family emergencies occur abroad) as the dominant issues to be addressed. While the University relies on its international staff and sees diversity of staff cohort as critical to its success, particularly in relation to research excellence, the ISN's focus in the 2023–24 academic year was to explicitly identify shortcomings of institutional support.

Contrary to common belief, housing is not the same challenge for everyone. In addition to overall insufficient supply, the housing crisis disproportionately impacts international staff due to landlord and agency bias, lack of social network, barriers caused by documentation requirements (non-Irish bank statements or landlord references are rarely accepted), and therefore vulnerability to scams and bad actors. Both the International Office and the Accommodation Office only support students, leaving a huge support gap for staff.

The Network has brought these issues to the attention of the Academic Council and has convened a Townhall Meeting on 10 June 2024 as part of the Consultation Process for the new University Strategy (2025–2030). During the Townhall meeting, President Ciarán Ó hÓgartaigh confirmed that there are plans to build Staff Quarters at the Nun's Island Development Site, yet more short-term solutions were needed. Arising from this event, the Network has issued a list of recommendations to bring about more immediate relief.

In addition, the Network has flagged as part of the Academic Promotion Review process how intercultural challenges, limited access to conference travel due to visa restrictions, and biased assessment of academic achievements outside the anglophone sphere impact members' internal career development.

To address the onboarding procedure, the Network has improved the Welcome Information available to new staff and has pressed for dedicated HR support for new international hires, which is now underway.

Considering that the largest cohort of international staff are currently Postdoctoral Researchers, the ISN has supported the set-up of a Research Staff Network, with whom they closely collaborate.



Pictured at the World Café during Nelson Mandela Anti-Racism Week, March 2024. (L–R): Owen Patrick Ward, RSN Co-Chairs Merve Suzan Zeden & Michael Creane, Gustavo Sambrano, ISN Co-Chairs Tina-Karen Pusse & Dinali Wijeratne, and Eylul Petek Taneri.

LGBT+ Staff Network

As a committee and network members committed to protecting and promoting the interests of LGBT+ people, as well creating a safe and inclusive environment at the University of Galway for LGBT+ people, a lot has been achieved a lot over the last year.

The Network was co-chaired by Aidan Harte and Ann-Marie Hanlon in 2023–24, with the support of an Executive Committee. In January 2024, Dr Declan Coogan's role as chairperson of the Network was concluded, and the Network extends gratitude to him for his excellent leadership over the past number of years.

Throughout the academic year 2023–24, the Network was represented at various events:

- Galway Pride in August 2023 and 2024.
- Pride flag raising events on campus during Pride week in 2023 and 2024 were organised by the Committee, which were important events in promoting visibility and allyship on campus.
- On 4 December 2023, the Network was represented by Dr Declan Coogan and Aidan Harte at the first national representative gathering of HEI LGBT+ Staff Networks across Ireland. The purpose of this event was for experiences to be shared and content to be drawn out for the development of a Terms of Reference for an all-island network.

- Committee members participated in a thought-provoking Diversity Café on Anti-Racism, held on 19 March 2024 as part of Nelson Mandela Anti-Racism Week, which was co-facilitated by the OVPEDI, the University Women's Network, and the International Staff Network.
- A seminar on the Irish State's treatment of International Protection applicants who identify as members of the LGBT+ community was facilitated in collaboration with the Movement of Asylum Seekers in Ireland (MASI) and LGBT+ Ireland. Insights were offered into the changes required for the Irish State to provide the level of protection and dignity that LGBT+ International Protection applicants are entitled to under international law.

At the AGM on 29 April 2024, research, visibility, policy, supports and expanding the LGBT+ Ally Programme within the University were identified as priorities for the Network for the coming year.

Annual LGBT+ Flag Raising at University of Galway, August 2023.



Neurodivergent Staff Network

Newly established in 2024 through the EDI Project Fund, the Neurodivergent Staff Network seeks to provide peer support for Neurodivergent staff members and PhD researchers and facilitate opportunities to co-create a space for thriving.

It welcomes those who self-identify as Neurodivergent, those with a formal diagnosis, or those who suspect they may be Neurodivergent. Neurodivergent refers to those whose neurocognitive function differs from those of the predominant neurotype; the term encompasses, but is not limited to, ADHD, Autism, developmental coordination difference (dyspraxia), dyslexia, dysgraphia, dyscalculia, sensory processing differences, OCD, dissociative identity, generalised anxiety, bipolar, schizophrenia, Tourette's, and other structured brain differences. In short, if someone feels that they belong in the Network, then they are welcome.

A founding Think-In session was held in June 2024, to allow members to come together and share their vision. It was facilitated by Grace Harrison (Student Counselling) and was attended by neurodivergent staff and PhD researchers. During this session, participants articulated the values they wanted the Network to uphold; identified the strengths Neurodivergent staff and PhD researchers bring to the University community; considered the role of the Network in the University; and evaluated barriers and challenges to thriving. The participants identified three core pillars for the Network: the creation of a social and community hub, the establishment of a centralised point for resources and mutual education, and the development of a collective to help lead on, and advocate for, neuro-affirming practice within the University.

The Network has grown rapidly since its inception, with membership expanding to over 50. There are regular monthly meetups for those who identify as Neurodivergent (whether formally or self-identified) and are keen to organise themed events based around interests. Communication badges are used at all Network events to ensure that everyone's communication preferences are respected. A Steering Group has been formed to develop the Network's Terms of Reference and prepare for its formal launch in the 2024-25 academic year.

For further information, please contact ndsn@universityofgalway.ie



Participants' feedback after the Think-In about how they felt to have a Neurodiversity Staff Network. The smaller text repeats the words in the larger font (created by wordificator.com).

Research Staff Network

The Research Staff Network (RSN) has been established at University of Galway to provide a cross-disciplinary platform through which research staff can contribute to the development of a more diverse, equitable and inclusive research culture. The RSN was established in response to identified need, evidenced through a 2019 Researcher Development Centre survey whereby approximately 90% of respondents expressed support for such a network. The establishment of the RSN was also identified as one of 22 recommended actions by the University's Academic Council Working Group on Research Staff.

An RSN Organising Committee was formed in July 2023, meeting twice monthly to lay the groundwork for the network's establishment, including the development of a formal constitution, securing strategic research funding from the VP for Research and Innovation, and the successful organisation of the Network's first AGM, where an executive committee was elected. The Executive Committee includes ex officio members from each college's Academic Council research staff representatives, University Research Committee representatives, and the Researcher Development Centre.

The Research Staff Network (RSN) has been established at University of Galway to provide a cross-disciplinary platform through which research staff can contribute to the development of a more diverse, equitable and inclusive research culture.

Research staff interested in joining the Network can complete the membership form available through Microsoft Form here: <https://forms.office.com/e/Ez7Z8EGRTG>.

For more information, contact rsn@universityofgalway.ie or follow @RSNGalway on X.



Annual General Meeting (AGM) of the Research Staff Network, 3 May 2024 (L-R): Nikita Burke, Merve Suzan Zeden, Noreen Brennan, Michael Creane, Indu Patwal, Niall Ó Brolcháin, Aoibhin Keighron, Gunaseelan Kuppurangan, Alexandra Chuiari, KM Saif-Ur-Rahman, Muhammad Sohail Riaz, Gustavo Sambrano, Anahita Shariat, Amna Shifa, Verena Platzgummer, Corine Nzeteu, Eoghan Dunne, Ann O'Brien, and Christian Schweizer.

Gender Pay Gap Report 2024

The University's Strategic Plan 2020-2025 explicitly states that we are committed to significantly reducing the GPG and in this context the University of Galway has been calculating and reporting the gender pay gap since 2019 with baseline data from 2018, well ahead of the current legislative requirement to do so.

The 2024 GPG data indicates a modest improvement over this period from 20% mean pay gap in 2018 to 15.9% mean GPG in 2024 albeit not always linear year on year.

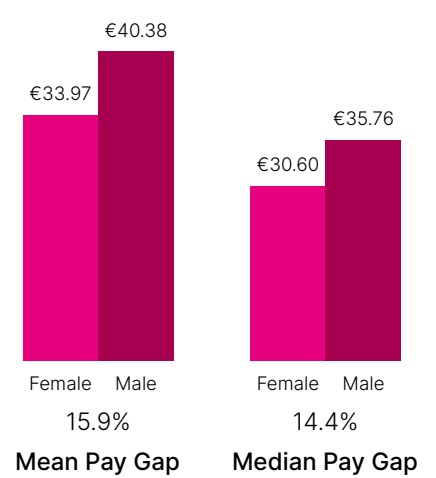
Mean GPG	Median GPG
2024 = 15.9%	2024 = 14.4%
2023 = 18.4%	2023 = 17.4%
2022 = 18.6%	2022 = 15.5%
2021 = 18.0%	2021 = 10.9%
2020 = 17.9%	2020 = 12.0%
2019 = 17.9%	2019 = 12.0%
2018 = 20.0%	2018 = 18.4%

Key Findings

In 2024, based on 2,862 staff across the organisation; the mean gender pay gap of 15.9% infers that a there is a difference of 15.9% in the average hourly pay of men and women expressed as a percentage of average hourly pay for men regardless of the nature of the work, role or seniority. The median pay gap is 14.4% infers that a woman in the University earns 85.6c for every €1 a man earns.

The table below shows that the GPG is consistently most pronounced in the academic staff category (mean 20%) which largely reflects the representation of men and women in senior academic grades. In contrast, the median GPG (14.8%) is primarily driven by Professional, Managerial and Support (PMS) staff grades. The GPG data for PMS staff shows that men are more likely to occupy higher grades, even though there are substantially more female staff in this staff category overall. This points to the main issue being the lack of upward mobility for all PMS staff. For research staff, the mean pay gap is 4.5%, and the median is 3%.

Overall Gender Pay Gap (30 June 2024)



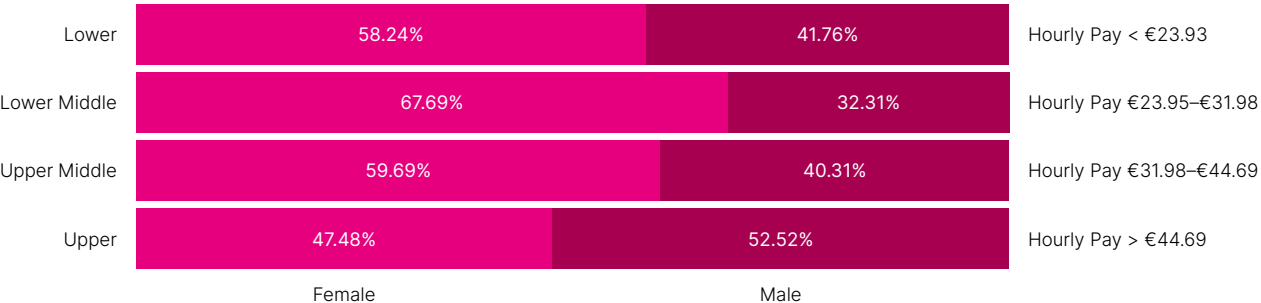
Category	Mean GPG	Median GPG
Part Time	36.5%	8.9%
Temporary	5.1%	1.5%

Category	Mean GPG	Median GPG	Headcount
University of Galway	15.9%	14.4%	2,862
Academic	20.0%	5.3%	1,013
PMS	11.9%	14.8%	1,066
Research	4.5%	3.0%	783

The data on male and female employees who are represented in each of the four pay quartiles illustrates the higher proportion of female staff in the Lower Middle quartile (67.7%) relative to the overall proportion of women in the University (58.3%). Conversely, women are underrepresented in the Upper quartile (47.5%), and it is a combination of the representation of women in both of these pay quartiles which is driving the GPG at University of Galway.

This is broadly similar when compared to the data for previous years with a slight improvement evident in the 2024 data in terms of the percentage of women in the Upper pay quartile across the Institution (47.48%) and this is reflected in the reduced mean GPG from 18.4% in 2023 to 15.96% in 2024.

Proportion of all staff in each quartile (2024)



Within the University it is acknowledged that reducing the GPG is a substantial challenge, as is evidenced by the relatively slow rate of change since 2018. It is well known that our university has had a difficult history in gender equality, the historical impact of which continues to feature in the profile and distribution of men and women staff across the institution and in our gender pay gap. In this context we remain steadfast in our commitment to address the GPG while recognising that it will require sustained action over a longer period of time to achieve our objective of a significant reduction.

Recognition and Reward for Outstanding Contribution to EDI within Our Community



Pictured at the Michael McDonagh Award for Traveller Ally Excellence 2024. (L–R): Dr Helen Maher, Dr Mary Ward Moriarty, Anne-Marie Stokes, Imelda Byrne, Nell McDonagh and Laura McDonagh.

Michael McDonagh Award for Traveller Ally Excellence

The Michael McDonagh Traveller Ally Excellence Award 2024 was presented to Imelda Byrne, Head of Access Centre. The award recognises the outstanding efforts of Imelda, who has shown leadership in relation to the importance of Irish Traveller history and culture, the full participation of Irish Travellers in education and the advancement of Irish Traveller human rights.

College of Medicine, Nursing and Health Sciences (CMNHS) Dean's Awards

The College of Medicine, Nursing and Health Sciences (CMNHS) Dean's Awards celebrate and recognise outstanding contributions and achievements of academic, research, administrative, and technical staff across the College, fostering a culture of appreciation and recognition.

CMNHS Dean's Award Recipients 2024

- Equality, Diversity and Inclusion: Katherine Pigott
- Internationalisation: Sharon Glynn
- Teaching and Learning: Bushra Karim
- Research, Innovation and PG studies: Collette Kelly
- Mentoring and Staff Development: Tim O'Brien
- Engagement: Martha Killilea





Goal 2.

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

Representation of Women in Senior Academic and Leadership Roles

A priority action in the EDI strategy 2020-25 is to implement the GEAP to achieve equality and redress the under-representation of women in senior academic and leadership roles. As noted earlier under the progress update for gender equality, significant progress has been achieved since the University began implementing GEAPs in 2016 with key improvements in the representation of women in senior roles across the University.

A key focus moving forward will be to sustain, and where possible, accelerate progress in this area.

Women in Senior Academic and Leadership Positions (2015/16–2023/24)

Grade	% Female 2015/16	% Female 2023/24
Senior Lecturer	33%	48%
Personal Professor	10%	33%
Established Professor	11%	20%
Assistant Secretary	67%	53%
Secretary / Assoc Secretary	23%	42%



International Women’s Day 2024

University of Galway marked International Women’s Day with a week-long series of events.

The OVPEDI hosted a compelling interview with Dr Katriona O’Sullivan, author of the best-selling memoir ‘Poor’. In conversation with Vice-President for Equality, Diversity and Inclusion (VP-EDI), Dr Helen Maher, Katriona shared powerful personal insights into her experiences of growing up in poverty, and explored how her life trajectory was influenced by both structural factors and key individuals. Particularly thought-provoking observations were made concerning the profound impact that educators and authority figures can have on one’s mindset and self-belief.

The week’s extensive programme of events was marked by diverse activities across the University, ranging from discussions on women’s experiences in the Palestinian Territories to conversations about caring responsibilities. Sessions on work-life balance and women in leadership explored professional development themes, whilst networking opportunities were provided through various coffee mornings, including a celebration of the University Women’s Network’s (UWN) twelve-year anniversary. The programme was further enhanced by focused events on women in STEM fields, including careers in High-Performance Computing and engineering, and was concluded with a significant discussion on gender-based violence and migration later in March.



Dr Katriona O’Sullivan, author of ‘Poor’, pictured with the President and the OVPEDI team (L-R): Owen Ward, Margaret Forde, Niamh Kavanagh, Dr Laura Loftus, Dr Katriona O’Sullivan, President Prof Ciarán Ó hÓgartaigh, Dr Helen Maher, Aoife Cooke, Niamh Gallagher.

International Women’s Day 2024 Events

4 March	In Conversation with Katriona O’Sullivan, Author of Poor Office of the Vice-President for Equality, Diversity and Inclusion Life under Occupation: Women’s Experiences of Living in the Palestinian Territories Centre for Global Women’s Studies, Discipline of Gender and Women’s Studies, School of Political Science and Sociology
5 March	A Conversation About Caring College of Arts, Social Sciences and Celtic Studies Coffee Morning – All Welcome Data Science Institute
7 March	Work-Life Balance Discussion over Coffee College of Medicine, Nursing and Health Sciences
8 March	Women in Leadership: Honest Reflections from Business School Academics School of Business and Economics Coffee Morning Celebrating the 12 Years of the UWN University Women’s Network International Women’s Day: ‘Belonging’ with IdeasLab IdeasLab Careers in High Performance Computing Irish Centre for High-end Computing (ICHEC)
9 March	Open Day Women in Engineering Panel School of Engineering
22 March	Gender-Based Violence and Migration Project Centre for Global Women’s Studies

Widening Student Participation

In May 2024, the University of Galway's Access Centre celebrated a major milestone, namely, 25 years of Access Programmes. Since their establishment in 1999, these programmes have played a vital role in supporting students from underrepresented backgrounds to progress to a full-time undergraduate degree at the University of Galway. To mark this important milestone, a series of on-campus events were held, including the launch of the 2022–23 Widening Participation Report, a panel discussion from recently graduated Access Programme students, a 25 year retrospective from staff involved on the programme since its inception, an Access alumni barbeque, and the unveiling of a commemorative plaque in Áras Uí Chathail by Galway City Mayor, Cllr. Eddie Hoare.

A major development to the programme in recent years has been the Access Centre's partnership with Grant Thornton, offering a professional mentoring module to students studying business subjects on the access programme. In 2023–24, Medtronic also partnered with the Access Centre to provide professional mentoring to students studying science subjects on the programme.

In line with the Access Centre's student lifecycle model to widening participation, 2023–24 also saw a number of widening participation initiatives delivered throughout primary and post-primary schools in the region. This included: the Access Centre's Uni4U primary schools programme, which expanded to over 200 sixth-class students from five DEIS and linked primary schools in Galway City; a further expansion was seen in the Access Centre's Uni4U+ programme, which engaged with over 28 DEIS and six non-DEIS post-primary schools, resulting in over 2,131 students impacted by the programme; the Access Centre's Grinds4Minceirs programme, which provides free school grinds to Irish Traveller and Roma students, also expanded to 14 students in receipt of academic support.

At a post-entry level, financial support continued to be available to students, particularly in the form of the Financial Aid Fund (FAF) and additional bursaries and scholarships. In 2023–24 close to 1,550 students in total availed of funding through



The Access Centre Team at the 25-year Celebration, May 2024.

the Means-tested, Emergency Hardship, and HEAR/Access portions of the FAF. The Access Centre allocated funding to 107 students from underrepresented groups through the Higher Education Authority's (HEA) Programme for Access to Higher Education (PATH 2) 1916 Bursary fund. This funding was allocated as follows:

- 36 students awarded €5000 per year for the duration of their studies.
- 18 students awarded €2000 per year for the duration of their studies.
- 53 students awarded once-off payments of €1,500.

Thanks to a generous donation from local manufacturer Hygeia, the first Hygeia Scholarship recipient was announced in 2023–24. Targeted at students who are socio-economically disadvantaged, this ongoing partnership between Hygeia and University of Galway provides a scholarship of €4,000 per year for the duration of a student's undergraduate studies, as well as an internship and placement opportunity. 2023–24 also saw another generous donation from Bank of Ireland through the Irish Traveller and Care-

experienced fund, which provided financial support to students from the Irish Traveller Community and students in TUSLA's aftercare service.

A key priority group in the HEA's *National Plan for Equity of Access to Higher Education 2022–28* (NAP), are student with disabilities including students with intellectual disabilities (HEA, 2022, p. 52). In January 2024, University of Galway was awarded funding through Phase 2 of PATH 4 to develop an educational programme for students with intellectual disabilities. In 2024–25, the new *Cumas* Programme will offer a full-time, inclusive learning experience for students with intellectual disabilities, blending social activities, academic classes, and work placements to enhance both personal development and employment prospects.

Students Entering Through Widening Participation Entry Routes (2023)

Route	No. Students
HEAR Merit	94
HEAR Supported	67
DARE Merit	225
DARE Supported	136
Foundation	10
FET	107
Mature	70
Mature Access	19
School Leavers Access	21
Total	752

- FET**
Further Education and Training
- HEAR**
Higher Education Access Route
- DARE**
Disability Access Route to Education
- Foundation/Access school leaver and Access Mature**
Diploma in Foundation Studies Students
- Mature**
Students who entered through the bespoke mature entry route

The Access Centre's Professional Engagement Module (PEM) graduates 2023–24, with module partners Grant Thornton and Medtronic.





ALTITUDE Charter for Universal Design in Education

March 2024 saw the launch of the **ALTITUDE Charter** for Universal Design in Education, following a year-long consultative project led by ATU, in partnership with the University of Galway, UCD and MTU, and lead national collaborator **AHEAD**. Funded by the HEA under **PATH 4**, the ALTITUDE Project is an extensive cross sectoral collaboration involving six national agencies, fifteen Higher Education Institutions (HEIs) and six Education and Training Board (ETB) representatives.

The Charter provides a roadmap for the systemic implementation of **Universal Design (UD)** across four pillars: Learning, Teaching and Assessment; Supports, Services and Social Engagement, the Physical Environment; and the Digital Environment. It is informed by extensive engagement with all stakeholders in tertiary education, including learners, staff, senior leaders, national agencies and funding bodies, and national representative groups.

The vision of the project looks to a future in tertiary education where 'all learners are transformatively included through universal design in education', deriving the name ALTITUDE. Its aim is to support and motivate HEIs and ETBs to make sustainable progress towards systemically embedding a UD approach that places human diversity at the heart of tertiary education design, and fosters student success for all learners.



Respect Charter

A comprehensive research project on embedding respect at University of Galway was undertaken by Dr Rachel Hilliard and Dr Shivaun Quinlivan, along with Prof Lucy-Ann Buckley, Dr Deirdre Halloran, Dr Niloufar Omid, Dr Annabel Egan and Sandra Roe. The project aimed to understand how the university community defines respect, benchmark the current climate, and co-create a Respect Charter.

Data was collected through surveys and workshops with 246 participants across 14 university units, including staff and students. The research revealed strong alignment around core features: respect is for everyone, should be mutual, and means treating everyone equally, with 95% agreeing that building a culture of respect is everyone's responsibility. Key findings highlighted concerns about institutional disrespect, workplace civility, and power dynamics within the hierarchical structure.

The resulting Respect Charter commits to building a respectful university founded on trust. It outlines both individual responsibilities (such as treating others with kindness and courtesy) and institutional commitments (including championing respect as a value and addressing breaches of respect commitments).

Key recommendations for implementation include:

- Units to identify local embedding plans through strategic planning.
- University Management Team to provide leadership by reflecting on their culture of respect.
- Development of guidance on operationalising respect within units.
- Training programmes for respectful management and bystander intervention.
- Integration of respect into Performance for Growth processes and recruitment.
- Regular assessment of culture through transparent measurement.
- Further engagement with the student community to develop specific approaches.
- Incorporation of respect into existing policies and procedures.
- Strong, clear and usable processes for addressing persistently disrespectful behaviour.

The Respect Charter was approved by Údarás na hOllscoile in June 2024. This positions University of Galway as a pioneer in the sector, being the first Irish Higher Education Institution to develop a comprehensive Respect Charter, supporting its commitment to being a values-led institution.



Goal 3.

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

Higher Education Authority Gender Equality Enhancement Fund Projects

Addressing the Gender Pay Gap in Irish Higher Education

Funded by the HEA Gender Equality Enhancement Fund in 2023, this project led by University of Galway analyses the key findings in relation to the Gender Pay Gap (GPG) in Higher Education Institutions, drawing on 2022 GPG data and insights from a number of Irish and UK HEIs.

There are 3 distinct project phases:

- 1

Evidence: Research and Analysis
- 2

Intervention: Creating an Interactive Modelling Tool
- 3

Dissemination: Shared Learnings

Phase 1: Evidence: Research and Analysis

identifies and analyses patterns within the GPG in Irish HEIs and investigates the core drivers and interventions that have been introduced to close the gap.

During this phase, members of the EDI team at University of Galway presented the first comprehensive, multi-year study of the GPG for a single HEI in Ireland. It focuses particularly on the Galway 2022 GPG report, while also highlighting trends and learnings from previous years' data with staff cohorts disaggregated, and detail on the mean and median GPG provided for each cohort.

This research Phase has established the core drivers of the GPG in Irish HEIs identifying and evaluating the impact of interventions at a national and international level. Outputs include recommendations on further data, analysis and reporting requirements to produce more meaningful insights into reasons for GPGs in Irish HEIs.

Findings from the study have been published in [Administrative Sciences](#) (mdpi.com).

Key Findings from the Research Phase

The mean GPG across the IUA universities ranged from 5% to 18.6% and the median GPG ranged from 10% to 24.1%. A similar spread was evident across the Technological Universities.

Three distinct patterns of drivers of the gender pay gap in the IUA Universities emerged from the analysis providing valuable insights:

1. Universities with a mean < median.
2. Universities with a mean > median.
3. Universities with a broadly similar mean and median.

The analysis considered the representation of staff by gender in each of the pay quartiles against the overall gender profile of the University. Notwithstanding a wide range in the GPG across the Universities, and despite a greater proportion of women overall in nearly all Universities, women are under-represented in the upper salary quartile (Q4) in every University and are more likely to be over-represented in the lower quartiles (Q1 & Q2) with slight variation across institutions. The analysis further considered the representation of women at full professor and the proportion of the academic staff category within the total staff profile for each University. Despite an increase in the proportion of women at full professor from 19% in 2013 to 30.8% in 2022 (HEA 2023), the under representation of women at full professor is a key driver of the GPG in Irish Universities.

Phase 2: Intervention: Creating an Interactive Modelling Tool

Work is currently underway to create an interactive modelling tool which will be used to identify the most effective methods of reducing the GPG in Irish HEIs.

Phase 3: Dissemination: Shared Learnings

Phase 3 will be completed in 2025 towards the conclusion of the project with a seminar, detailing the findings of the research phase of this project, and showcasing the purpose and functionality of the interactive tool to identify the most effective methods of reducing the GPG in Irish HEIs.

PROMOTE

PROMOTE aims to support gender equality and career advancement for early career female researchers, by building a nation-wide learning network which supports the promotions, publication and payment of women in research across all academic disciplines.

The project created an online, encrypted, member-only repository, networking and knowledge exchange forum for early career female researchers/academics across Irish HEIs, by providing ideas and feedback on the development (and thereafter on the improvement) of the training/networking platform and the training/networking events. The HEIs involved include Maynooth University (lead), University of Limerick, South-East Technological University, Munster Technological University, as well as supported by Dublin City University, University College Cork and the University of Galway.



Stronger Together? Evaluation of Single Gender vs Mixed Leadership Development Programmes in Higher Education Institutions

This research project examines the efficacy of leadership development programmes, and whether they help women in their pursuit of senior academic roles in HEIs. The partners examine and evaluate: (1) whether (female-only vs. mixed-gender) leadership programmes have a demonstrable benefit to women in their pursuit of leadership roles in HEIs; (2) whether there is differing effectiveness for between these programmes for women academics (3) and to make recommendations for the design of an all-inclusive leadership development programme that is inclusive of women and other groups, at all levels within High Ed. The findings will point to specific actions that HEIs can take to help evaluate and redesign their own training programmes in terms of inclusivity, efficacy, and institutional value.

Engaging Men in Building Gender Equality — the Development of a Pilot Programme in Irish HEIs

It is recognised that gender equality cannot be achieved by women acting alone. Led by MTU, this project sought to establish a tailored programme for Irish HEIs to raise awareness amongst men that they have an important role to play and that their involvement is required if gender equality is going to be achieved. The increased involvement and engagement of men in gender equality work and the broader EDI agenda is frequently mentioned in gender equality action plans, but it is rarely explored in depth in gender equality policies and plans in organisations. As a result, a consolidated stock of knowledge and a set of benchmark practices are still lacking across higher education institutions. The programme will equip men with the necessary tools to deepen their engagement with gender equality.



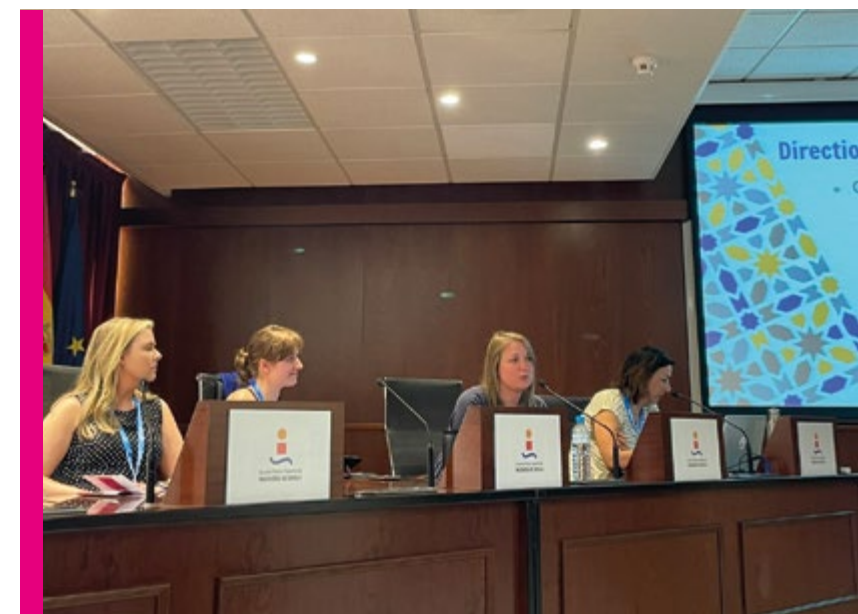
The Coimbra Group

The EDI Programme Manager for Gender Equality is University of Galway's representative on the Coimbra Group's Equality and Diversity Working Group (EDWG).

Coimbra is an association of long-established European comprehensive, multidisciplinary universities of high international standing. These universities are committed to fostering special academic and cultural ties in order to promote, for the benefits of its members, internationalisation, academic collaboration, excellence in learning and research, and service to society. The Group also aim to influence European education and research policy and to develop best practice through the mutual exchange of experience.

The ED working group provides support to Coimbra Group Universities in the areas of inclusive education and leadership, equality between men and women, diversity and intersectionality.

The EDI Programme Manager for Gender Equality also presented with the Coimbra Group on University of Galway's Gender Equality work at the Erasmus+ Conference in Seville in April 2024.



Coimbra Group Representatives at Erasmus+ Conference, Seville, April 2024.





Goal 4.

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

Nelson Mandela Anti-Racism Week

Nelson Mandela Anti-Racism Week occurred on campus from 19–25 March 2024. Nelson Mandela's legacy, courage, and persistence in combating racism and oppression during apartheid and promoting non-racism, non-sexism, peace, and reconciliation in post-apartheid South Africa, is an inspiration to all who envision an equal society. Building on the success of the inaugural Nelson Mandela Anti-Racism Week 2023, the week of events in 2024 aimed to raise awareness, promote belonging and align with Nelson Mandela's vision. Taking this as a starting point, the programme of events also responded to the current geopolitical landscape and the human rights atrocities that we bear witness to in so many parts of the world today. The events were designed to be deliberative and interactive, facilitating discussion, learning and engagement on a wide range of issues relevant to race, ethnicity, anti-racism, human rights and social justice. The programme of events incorporated student and staff-led activities including seminars, training, workshops, exhibitions and cultural events and activities.

The week was launched by Zak Moradi, a Kurdish-Irish hurler and author of *Life Begins in Leitrim*, and the week-long programme coincided with International Day for the Elimination of Racial Discrimination, observed each year on 21 March.

Nelson Mandela's legacy, courage, and persistence in combating racism and oppression during apartheid and promoting non-racism, non-sexism, peace, and reconciliation in post-apartheid South Africa, is an inspiration to all who envision an equal society.

The programme also commemorated the 21st anniversary of Nelson Mandela being awarded an honorary doctorate by University of Galway in 2003. Marking the historic day, South African Ambassador to Ireland, Mabet van Rensburg, delivered a keynote address at the University on 22 March, which was followed by a panel discussion entitled 'Strengthening Relations Between University of Galway and South Africa'.



At the launch of Nelson Mandela Anti-Racism Week 2024. (L-R): Tianming Yao, PhD student, Malik Thiam, Bachelor of Commerce student, University of Galway President Professor Ciarán Ó hÓgartaigh, Zak Moradi, a Kurdish-Irish hurler and author of *Life Begins in Leitrim*, Professor Ciara Meehan, University of Galway's Dean of Students, and Suad Mooge, Youth Leader and Coach, Sports Against Racism Ireland.

The University also launched the inaugural Tom Molineaux Elite Athlete Scholarship for ethnic minority students. Born into slavery in 1785, Tom Molineaux boxed his way into freedom from slavery and became an international sports star before he died destitute in Galway in 1918. An exhibition detailing Tom's life was open to the public during the week in the Hardiman Library Plaza, and the University hosted public screening of the TG4 documentary 'Tom Molineaux – Crossing the Black Atlantic'.

Distinguished speakers during the week included Dr Mads Gilbert who delivered a lecture on 'Health Apartheid in Palestine' on 19 March, and Francesca Albanese and Maha Abdallah who discussed the situation in Gaza and the 'Implications of South Africa's Genocide Case at the International Court of Justice' on 22 March.

During the week the campus also hosted a number of events including workshops, exhibitions, live music concerts, race equality training, interactive sessions, seminars and panel discussions.

Highlights included:

- Concert with the Orchestra Society, 20 March.
- The Irish State and LGBTQ+ International Protection Applicants Seminar, 21 March.
- Connecting Communities Workshop: Galway Communities Against Racism and Discrimination, 21 March.
- Irish Centre for Human Rights lecture: Implications of South Africa's Genocide Case at the International Court of Justice, 22 March.
- Walk the Talk Galway: The Dangan Walk, 23 March.
- Holi – Celebration of Colours, 24 March.



Panel members at the discussion on 'Strengthening Relations Between University of Galway and South Africa', 22 March 2024. (L-R): Dr Pat Morgan, Owen Ward, Duduzile Unathi Ndlovu, Dr Helen Maher, Ambassador Mabet van Rensburg, Einne Curran, and Dr Su-Ming Khoo.

An exhibition detailing Tom [Molineaux's] life was open to the public during the week in the Hardiman Library Plaza, and the University hosted public screening of the TG4 documentary 'Tom Molineaux – Crossing the Black Atlantic'.

Hybrid Seminar on Education and Sports for Accessibility and Inclusivity

The College of Science and Engineering is dedicated to providing an accessible and inclusive learning environment, ensuring the wellbeing of all students and staff. In collaboration with Lough Ree Access for All and supported by the Access Office and Student's Union, the College EDI committee hosted a hybrid seminar on Education and Sports for Accessibility and Inclusivity on 14 February 2024. The event featured inspiring first-hand stories from students, staff, and alumni, emphasising the profound impact of making sports accessible and inclusive, and how this contributes to a better quality of life.

The seminar included a compelling discussion on Blue Therapy for wellbeing and health, as well as insights from Paralympic Sports exploring how inclusive opportunities for performance can create positive experiences. These stories and learnings not only inspired attendees but also initiated meaningful conversations on how Higher Education can evolve to offer a more inclusive, accessible environment for individuals of all abilities.

The event featured inspiring first-hand stories from students, staff, and alumni, emphasising the profound impact of making sports accessible and inclusive, and how this contributes to a better quality of life.

The personal experiences shared highlighted the power of resilience in overcoming barriers and showcased the importance of inclusivity in education and sport. Additionally, the College's partnership with Lough Ree Access for All has opened up accessible alternatives for students participating in water-based fieldwork, further supporting the College's commitment to inclusivity and access for all.



Pictured at the seminar on Education and Sports for Accessibility and Inclusivity, 14 February 2024. Front row (L-R): Mark Barry and John Fulham (Irish Wheelchair Association); Back row (L-R): Aedín McAleer, Mary Dempsey, Ciaran Mullooly, Olive Mills, Sheena Fennell.

EDI Project Fund 2023–24

During the 2023–24 academic year, the University's Equality, Diversity and Inclusion (EDI) Project Fund supported initiatives that promoted belonging and inclusivity across the campus community. With a total allocation of €25,000, the fund operated on a competitive basis and was available to both staff and students.

The fund focused on the theme of 'Belonging' and was structured across two funding strands:

- 1. **EDI Projects** (€10,000) supported initiatives addressing any of the protected equality grounds, including gender, age, civil status, family status, race/ethnicity, membership of the traveller community, disability, sexual orientation, and religion/belief. These projects were implemented throughout the academic year.
- 2. **Anti-Racism Projects** (€15,000) specifically focused on initiatives delivered during Nelson Mandela Anti-Racism Week (18–22 March 2024). These projects complemented a broader series of events designed to advance race equality and anti-racism, embodying Nelson Mandela's vision while reflecting the University's core values of respect, openness, excellence, and sustainability.

28 projects received funding, of which 15 were awarded to Strand 1 projects and 13 were awarded under Strand 2.

Strand 1: EDI Projects

Diversity in The Law

Project Organisers:
Meadhbh King, University of Galway Law Society

This project organised a 'Diversity in the Law' event featuring speakers from marginalised communities within the legal profession. Over 50 attendees participated in presentations and networking opportunities with law firms. The event aimed to foster dialogue, learning, and action to create a more diverse, equitable, and inclusive legal profession. Speakers shared personal experiences, strategies for overcoming barriers, and insights into intersectional approaches to diversity and inclusion.

STEM Persian Night

Project Organisers:
Seyedmohammad Moosavizadeh, University of Galway Iranian Society

The Iranian Society organised 'STEM Persian Night' to celebrate Persian culture and foster inclusivity for the growing Iranian student population at the University of Galway. The event attracted 160 guests, including 20 international visitors. Activities included educational presentations on Persian history and culture, multimedia showcases, traditional Persian dance performances, poetry readings, and a celebration of Nowruz (Persian New Year). The project aimed to create a sense of belonging for Persian students while promoting cross-cultural understanding among the university community.

STEM Persian Night, Galway Bay Hotel, Salthill, 23 March 2024.



Transgender Affirming Product Fund

Project Organisers:
Izzy Tiernan, University of Galway
Bród Society, Students' Union

The Transgender Affirming Product Fund was launched to provide essential gender-affirming products to students. Feedback from the student community demonstrated overwhelming support for the reintroduction of this essential service to campus, with applications being submitted promptly after launch. Through practical support and resource provision, the fund has been established to foster an inclusive campus environment where transgender students are actively supported in their transition journey.

Fem Fest 2024

Project Organisers:
Róisín McGrath, University of Galway
Feminist Society

Fem Fest 2024 involved a week-long series of events, coinciding with International Women's Day. Events included discussions on gender-based violence, period poverty, gender and migration, reproductive rights, and ecofeminism. The festival featured speakers, social events, workshops, film screenings, and art installations. A highlight was the 'Reclaim the Night' march, which attracted approximately 200 participants. The project aimed to promote the importance of feminism in the 21st century and encourage the university community to reflect on what feminism means to them.

FemFest 'Reclaim the Night' march, Eyre Square, 8 March 2024.



Story Circles workshop participants (L-R): Gautam Mathu (India), Yang Shu (China), Arini Nurul Hidayati (Indonesia), Aradhana Yadav (India), and Sitti Hadijah (Indonesia).

Story Circles: Developing Intercultural Competencies

Project Organisers:
Aradhana Yadav, Nafisah Zeanatul,
Danielle Kennan

This project delivered three story circles workshops to University of Galway undergraduate and postgraduate students. The workshops, based on UNESCO's story circles methodology, aimed to create opportunities for intercultural dialogue and reflection. The project team collected and analysed feedback from participants and facilitators to assess the impact and identify implications for future interventions. The goal was to offer this intercultural competency development opportunity to staff and students, contributing to a more global, multicultural, equitable, and inclusive campus environment.

Expansion of the Peer Support Group for Early-Career Researchers

Project Organiser:
Lorraine Hayman

This project expanded the existing Peer Support Group for early-career researchers at the University of Galway. Key activities included monthly peer support group sessions and a Wednesday Well-being Symposium attended by over 35 early-career researchers from across all Colleges. The symposium featured sessions on embodiment and connection, a panel discussion on challenges faced by early-career researchers, and an arts-based session. The project aimed to improve the sense of belonging and well-being of early-career researchers, particularly those from marginalised backgrounds.

Acts of Belonging

Project Organisers:
Dr Máiréad Ní Chróinín, Dr Charlotte McIvor

This project aimed to promote long-term equality and inclusion in performing arts spaces and societies on campus by empowering minority ethnic students, including Irish Travellers and Roma, to engage in performance training and opportunities. The project focused on research and preparation activities, carrying out key actions including assembling a steering group of alumni from minority ethnic groups, designing a tester workshop with professional artists, connecting with relevant societies, and preparing surveys for workshop participants. The project laid groundwork for future workshops and initiatives to make performance opportunities more accessible and inclusive.

Dagogo Hart (standing) and Samuel Yakura lead a performance poetry workshop as part of the 'Acts of Belonging' project, led by Dr. Máiréad Ní Chróinín and Dr. Charlotte McIvor, Department of Drama & Theatre.



Neurodiversity Awareness Project (NAP): Raising Awareness and Promoting the Inclusion of Neurodivergent Students

Project Organisers:
Dr Cecilia de Souza Valente, Dr Martina Wernecke, Dr Muriel Voisin, Dr David Cheung, Dr Deirdre McHugh, Prof Helen Blanchard

NAP provided a 3-hour training session on neurodiversity and autism awareness for 25 School of Biological and Chemical Sciences (SBCS) staff members. The training, delivered by an Education & Training Officer from AsIAM, Ireland's Autism Charity, covered understanding autism and related concepts, the autistic experience, and autism in the further education context. The project aimed to equip staff with skills to support students on the Autistic Spectrum and foster a culture of respect and inclusiveness. The training was recorded and edited into short videos for on-demand training accessible to all SBCS staff and postgraduate students.

Neurodivergent Staff Network

Project Organiser:
Dr Frances McCormack

This project initiated the development of a Neurodivergent Staff Network at the University of Galway. The first stage of development included a Think-In session to gauge interest and formulate the network's vision, followed by monthly social connection meet-ups. The project created a space for neurodivergent staff members and PhD researchers to find community and support. A Steering Group was formed to establish the network's governance and prepare for an official launch in the new academic year. The network participated in neurodiversity-affirmative workplace training and began discussions on potential future initiatives, including a neurodiversity strategy and ally programme for the University.

Fostering Belonging
A Journey of Inclusion

Project Organisers:
Fariba Foolad, Maziar Kanani

This project produced a 60-second video titled ‘Beyond Borders: Embracing Diversity in Our Community’ to highlight how the question ‘Where are you from?’ can unintentionally alienate individuals. The video featured two characters, one local and one expatriate, to depict how this question can unintentionally alienate individuals. Through creative visual storytelling, it encourages empathy and reflection on how small actions can impact an individual’s sense of inclusion within the campus community.

Seminar on Education and Sports
for Accessibility and Inclusivity

Project Organiser:
Mary Dempsey

A hybrid seminar on ‘Education and Sports for Accessibility and Inclusivity’ was held on 14 February 2024, in a collaboration between the University of Galway and Lough Ree Access for All. The event, which involved staff, students, and alumni, aimed to promote a sense of belonging for individuals with disabilities. The seminar featured firsthand stories highlighting the benefits of inclusive sport and accessible fieldwork, including a partnership with Lough Ree Access for All to offer alternative options for water-based fieldwork. The project demonstrated how co-creation can enhance accessibility and quality of life.

Seminar on Education and Sports for Accessibility and Inclusivity, 14 February 2024, Aula Maxima, University of Galway.



1916 Bursary Social Event

Project Organiser:
Cathal Shanagher

This annual gathering celebrated and supported students benefiting from the 1916 Bursary programme, which promotes higher education among underrepresented groups. The event brought together bursary recipients, guest speakers, staff, incoming first-years, and alumni of the programme, and featured personal story-sharing, allowing students to reflect on their challenges and achievements. The event also celebrated diversity and inclusivity, highlighting the bursary’s role in creating an equitable educational environment where all students feel valued and supported in their educational journeys.

Belonging Unpacked: Exploring the
Experience of Neurodivergent Students
on Campus

Project Organisers:
Dr Heike Felzmann, Dr Lucy Elvis

The project aimed to understand barriers to and facilitators of belonging for neurodivergent students, and to develop connections between different stakeholders. Following a consultative process with the Neurodivergent Society (NDSoc) and Disability Support Services (DSS), a series of events and workshops were hosted, through which neurodivergent students’ experiences of belonging on campus were explored. The project concluded in May 2024 with an interactive workshop titled ‘Expanding the Inclusive Campus,’ co-funded by the Discipline of Philosophy. The project events facilitated the sharing experiences and suggestions aimed at improving belonging across various aspects of campus life.

Strand 2: Nelson Mandela
Anti-Racism Week Projects

Highlighting Refugee Role Models

Project Organisers:
Mary Dempsey, Andrew Flaus, Aidan Harte

A 14-minute documentary, ‘Safe Sanctuary: Belonging at University of Galway’, was produced to spotlight the inaugural education pathway for refugees residing outside Ireland, highlight the profound impact it has had and inspire prospective refugee students residing outside Ireland. In August 2023, the College of Science and Engineering welcomed its first two scholars through the EU Passworld scholarship programme in collaborative efforts with Aerogen, Nasc, Pobal Na Gaillimhe and UNHCR Ireland.

Holi Celebration of Colour

Project Organisers:
Sai Gujulla, India Society

A vibrant Holi celebration was organised by the India Society, through which 187 students were brought together in a culturally enriching event. The celebration was particularly lauded for creating a ‘home away from home’ atmosphere. Cultural inclusivity was promoted through the event, whereby students from diverse backgrounds were invited to participate in Indian traditions. A strong sense of community was fostered, with anticipation for future celebrations being expressed by many attendees.

Holi Celebration of Colours, 24 March 2024.



Ms Sylvie Mossay and Dr Maura Stewart with students from Merlin College, Co. Galway at the anti-racism workshop ‘Belonging to the Francophonie: Plural Francophone Identity’.

Belonging to the ‘Francophonie’:
Plural Francophone Identity

Project Organiser:
Sylvie Mossay

A French anti-racism workshop was delivered to 40 students from three secondary schools, including St Brigid’s College Loughrea, Merlin College, and Ardscoil Mhuire Ballinasloe. The initiative was centred around raising awareness of diverse experiences within French-speaking communities. Cultural differences between African and European Francophone countries were explored, through which the importance of respect and cultural embracement was emphasised.

Anti Bias Anti-Racism (ABAR) Workshop

Project Organisers:
Shannon College EDI Committee

A comprehensive anti-bias workshop was facilitated at Shannon College, through which 30 students and staff members were engaged in meaningful dialogue about racism and discrimination. Interactive activities were employed to stimulate critical thinking and empathy, whilst personal experiences were shared in a supportive atmosphere.

Anti Bias Anti-Racism (ABAR) Workshop, Shannon College.



In Their Voices: Co-creating an Understanding of Inclusion and Belonging

Project Organisers:
CBPPL Diversity Champions
Amanda Hogan, Niamh Burke, Edward Britton

An interactive workshop was conducted, whereby meaningful conversations about belonging were facilitated through panel discussions. Real-life experiences of individuals from diverse backgrounds were shared, including perspectives from direct provision residents and members of the Travelling community. Valuable insights were provided by speakers, through which discrimination experiences were highlighted and strategies for fostering inclusion were discussed.

'In Their Voices' Workshop.



Implications of South Africa's Genocide Case at the ICJ

Project Organisers:
Madeleine Moffatt, Beatrice Canossi, Rania Muhareb, Palestine Solidarity Committee

A distinguished lecture and panel discussion on South Africa's Genocide Case at the International Court of Justice (ICJ) was delivered on 22 March 2024. The event was headlined by United Nations (UN) Special Rapporteur Francesca Albanese and Palestinian scholar Maha Abdallah, who examined the implications of South Africa's ICJ proceedings against Israel under the Genocide Convention. Links between anti-apartheid movements and Palestinian solidarity were explored.

Organisers of 'Implications of South Africa's Genocide Case at the International Court of Justice' & 'Health Apartheid in Palestine'. (L-R): Beatrice Canossi, Rania Muhareb, and Madeleine Moffatt



Health Apartheid in Palestine

Project Organisers:
Madeleine Moffatt, Beatrice Canossi, Rania Muhareb, Palestine Solidarity Committee

A distinguished guest lecture was delivered by Prof Dr Mads Gilbert on 19 March 2024, which highlighted the detrimental impacts of Israel's occupation and blockade on Palestinian health, rooted in a deep structural racism described by experts as 'health apartheid'. Approximately 150 attendees were engaged in discussions about healthcare challenges in Gaza, whilst evidence-based solidarity was emphasised. The systematic targeting of Palestinian healthcare infrastructure was analysed, with particular attention being paid to the consequences of restricted humanitarian aid access.

Tight Spaces: Youth-led Direct Provision Workshop

Project Organisers:
Dr Brenda Gallagher, Kathryn Moore, Natasha Muldoon, Nike Awoyemi

An innovative workshop was developed and delivered by young people with lived experience of seeking safety in Ireland. Fifty attendees were engaged through interactive sessions, whereby personal experiences of the Direct Provision system were shared. The workshop was reimagined with input from Professional Masters of Education students, through which awareness of Ireland's international protection system was raised and solidarity-building strategies were explored.



Belonging & Anti-Racism: Together We Make a Difference

Project Organisers:
Sean Cameron, Brenda Gallagher, Sinead Muldoon

A collaborative initiative was developed by Professional Masters of Education (PME) student teachers from the School of Education and Galway Educate Together secondary school staff. Through a stakeholder brainstorming event, key findings regarding learning outcomes and empowerment were identified and synthesised. These insights were then developed into an engaging presentation for university and community audiences, whereby themes of inclusion, equality, and belonging were explored through shared dialogue.

Front row (L-R): Anthony Cichoki and Guilia Santos, Dr Brenda Gallagher. Back row (L-R): Sean Cameron and Hannah Bredin, Sarah Molloy and Tara Broderick, Sophie Leach, Debbie Thomas.



Where Do You Belong?

Project Organisers:
Dr Cormac Forkan, Anne Loftus, Janna Lindstrom, Theatre for Change Galway and University of Galway's University of Sanctuary Programme

An interactive installation was developed, featuring three maps – of Galway, Ireland, and the world – on which participants were invited to place pins representing their sense of belonging in response to the open-ended question, 'Where do you belong?' TfCG actors, alongside BA students, facilitated deeper discussions on identity and belonging after pins were placed. The pins created a visual representation of the community's diversity, while the facilitated conversations offered a platform for exploring complex issues of identity within shared spaces.

Interactive map installation as part of the 'Where Do You Belong?' project.



'Stepping Up' – A Staged Reading of a Local Play

Project Organisers:
Dr Deirdre Curran, Joan Lally

A creative performance explored contemporary Irish societal issues through the lens of family dynamics. Set in Galway city in 2019, the narrative centres on Aisling, whose romantic relationship with Kamali, a young Zimbabwean residing in Direct Provision, is challenged by local and national attitudes to race and immigration. Through fictionalised accounts based on actual events, the production examined racism, immigration, belonging, and the challenges faced by refugees. The play offers a hopeful outcome, if people would allow themselves to Step Up!

'Stepping Up' – A staged reading of a local play.



EDI Awareness Campaign

The OVPEDI launched its ‘Space For Everyone’ EDI campaign on 1 March 2024. Building on feedback from numerous consultations and in keeping with the theme of ‘Belonging’, the campaign is a reflection of the diversity and supports that exists within our institution.

Watch on
YouTube

The key objectives of the campaign are:

- 1. Promote the diversity that exists within our staff and student body.
- 2. Educate the university community about equality, diversity and inclusion.
- 3. Highlight the university commitment to a zero-tolerance approach to racism.
- 4. Promote the supports available to staff and students.

As staff and students scrolled on university social media platforms, or as they walked across campus, they noticed various elements of the campaign including ‘Space for Everyone’ banners and signage promoting our diverse community and signposting to information and supports that are available to staff and students.

A Space
for —
Everyone

What can staff do to support the EDI Campaign?

- Sign up for Race Equality Training.
- Download the SafeZone App.

SafeZone is our mobile app designed to help keep you safe and give you extra peace of mind across our campuses. The SafeZone app is free to download, and easy to use. Learn more [here](#).

Mincéirs Archives Launch

Mincéirs Archives is an **archive** of a growing collection of all types, complemented by historical documents and scholarly texts. This collection focuses on Irish Travellers from the 1960s when Ireland transformed socially, economically and culturally; its impacts on the nomadic indigenous community and the dawn of the Traveller rights movement in Ireland and Europe. The collection contains items related to Traveller human rights, education, employment, housing, music, folklore and photographs of the community. In addition, it also includes material from current resources located within existing catalogues and collections including the Ritchie-Pickow and Joe Burke Collections.

The project began in November 2021 as part of the celebrations which followed on from the 175th anniversary of the foundation of the University in 1845. Led by Mr Owen Ward, EDI Programme Manager for Race Equality and Mr Kieran Hoare, Archivist, the research and digitisation of the Mincéirs Archives was one of six projects sponsored by the Office of the University President through a special fund to record and share our institutional history.

The archive was launched by President Prof Ciarán Ó hÓgartaigh and Dr Mary Warde Moriarty on August 28th 2024 in the Archives & Special Collections Reading Room in the Hardiman Library.

Watch on
YouTube



At the Mincéirs Archives launch event on 28 August 2024. (L–R): Owen Ward, EDI Programme Manager for Race Equality; Catriona Cannon, Head of Heritage Collections and Digitisation at the Library; Dr Mary Warde Moriarty, Traveller, Human Rights Activist, and Author; Prof Ciarán Ó hÓgartaigh, University of Galway President, and Anne-Marie Stokes, Traveller Education Officer.



SL(M): Service-Learning Migrant/Refugee Project

This project, led by the University of Santiago de Compostela (Spain), is based on service-learning methodology, combining learning with community service to address migrant inclusion needs. Partners include ACCEM (Spain), University of Galway (Ireland), Università di Verona (Italy), and Glocal Factory (Italy). Running from September 2022 to August 2025, the project engages university students from various disciplines, teachers, migrants/refugees, and social entities to identify and address inclusion challenges faced by migrant communities.



Cover of 'Guide to Best Practices in the University for the Inclusion of Migrants and Refugees in Europe: Service-Learning as an Educational Resource'; published 2024 by University of Santiago de Compostela.

Key achievements in 2024 included:

1. Publishing a 'Guide to Best Practices in the University for the Inclusion of Migrants and Refugees in Europe' in Spanish, Italian, and English. This guide outlines twelve service-learning university projects completed during the 2023–24 academic year across Spain, Italy, and Ireland.
2. At University of Galway, implementing the 'Intercultural Encounters' module as part of the 'Designing Futures' programme, coordinated by Dr Lorraine Tansey and Dr David Doolin. Students were divided into two groups: One group collaborated with GoCom Radio, Ireland's first multilingual community radio serving marginalised groups, to develop marketing strategies with CEO Islammiah Saudique-Kadejo. The second group worked with Ukrainian Support Workers Olena Domina and Tetiana Horobets at the Galway Volunteer Centre to facilitate LIFT (Leading Ireland's Future Together) workshops for Ukrainians living in Galway.
3. Contributing to an online MOOC (Massive Open Online Course) on service-learning for the University of Santiago de Compostela. Dr Siobhán Morrissey from the University of Galway recorded a video on 'The Role of Students' in university service-learning projects, which will be included in the MOOC for the 2024–25 academic year.

Sexual Violence and Harassment Prevention and Response

COSHARE

The COSHARE network is affiliated with a broader research collaboration between Ulster University and the University of Galway [Chaired by Dr Susan Lagdon, Ulster University, and Prof Pádraig MacNeela, University of Galway]. COSHARE focuses on establishing an all-island comprehensive approach to consent, sexual violence, and harassment (C-SVH) research and practices, encompassing Higher Education and beyond.

The North-South Research Programme is a collaborative scheme being delivered by the Higher Education Authority (HEA) on behalf of the Department of Further and Higher Education, Research Innovation and Science (DFHERIS) and the Shared Island Unit at the Department of the Taoiseach. Research funding for the North-South Research Programme is being provided by the Shared Island Initiative.

The overall aim of the COSHARE project is to produce an all-island strategy to surveying staff about their experiences and perspectives on consent and C-SVH in HE across the North and South of Ireland as well as facilitating knowledge exchange between academics and professionals.

COSHARE Research

In January 2024 COSHARE conducted the first all-island survey of staff in higher education across the Republic of Ireland and Northern Ireland, inviting them to share their views and experiences of sexual violence and harassment. The survey aimed to promote a unified approach to addressing these issues. Report results are expected in Autumn 2024.

COSHARE Networking Events

Rethinking Resistance and Barriers

The first COSHARE meeting was held at the MAC Belfast, featuring a workshop led by Clarissa J. DiSantis, a leading expert in addressing gender-based violence in universities. As the UK's first dedicated practitioner in this field, Clarissa conducted a full day of interactive workshops titled 'Rethinking Resistance and Barriers – Progressing SVH Initiatives in Higher Education'. The session aimed to equip COSHARE network members with the tools to champion gender-based violence prevention and response initiatives in higher education.



'Rethinking Resistance and Barriers', 9 October 2023. (L–R): Liam McBrearty, Dr Ngozi Anyadike-Danes, Dr Susan Lagdon, Prof Pádraig MacNeela, Clarissa DiSantis, Rebecca Connolly.



Fiona Drouet.

Elevating Voices, Eliminating Violence

COSHARE's second networking event, 'Elevating Voices, Eliminating Violence: Advancing Evidence-Based Strategies for SVH Prevention in Higher Education', was a two-day gathering at the University of Galway, 11–12 March 2024. Fiona Drouet from EmilyTest emphasized the significance of SVH prevention work. Leaders in Disclosure Management, including Gemma MacNally, James McCormack, Michelle Caulfield, and Kara Stewart, shared key strategies. A panel hosted by Rebecca Connolly featured experts discussing SVH prevention complexities.

Sandy Cox from the University of Illinois provided insights into peer-to-peer education and the US context, while University of Galway's 'Campus Consent Champions' shared their hands-on experiences. The event's discussions were vital in addressing issues of consent, sexual violence, harassment, and equality within academia, underscoring the collective effort required to create safer, more inclusive spaces.



'Elevating Voices, Eliminating Violence', March 2024.
(L-R): Prof Pádraig MacNeela, Gemma MacNally, Sandy Cox, Rebecca Connolly.



(L-R): Daniel Lynch, Amy Staudt.



(L-R): Elaine Mears, Caitríona Gleeson, Andras Kolto

GenderSafe

GenderSafe (formally UniSafe) is an EU funded project which promotes zero-tolerance for gender-based violence in the European Research Area and supports research and higher education institutions in establishing safe, inclusive and respectful environments by setting up comprehensive policies.

Over the past three years, UniSAFE have investigated the prevalence of gender-based violence in academia and research, as well as institutions' responses and existing policy frameworks. Its widescale survey – taken by 42,000 staff and students from 45 organisations (including the University of Galway) in 15 countries – has provided solid and comparable data, which has been analysed and compared with results from interviews, policy mapping and case studies of institutional responses. This knowledge has been translated into concrete tools and recommendations:

- 'White Paper' for policymakers and institutional managers' contributes to building a common understanding of gender-based violence.
- 'White Paper' 'From policy to practice: The evidence base for ending gender-based violence in higher education and research': draws attention to the roles and responsibilities of higher education and research organisations in addressing gender-based violence.
- A set of recommendations highlight the role and contributions that specific stakeholder groups can play in addressing and ending gender-based violence.
- A Toolkit for higher education institutions and research organisations to improve, implement and assess institutional policies aimed towards ending gender-based violence.



GenderSafe mutual learning workshop in Krakow, November 2023.

During the course of the year, UniSafe hosted the 2nd Ending Gender based violence in Academia conference in Bilbao, Spain in line with the occasion of the Spanish Presidency of the Council of the European Union. The theme was Working towards safe and respectful higher education and research for all – Call for Action to End Gender Based Violence.

In November 2023, Niamh Kavanagh was invited to participate in a mutual learning workshop in Krakow, to address the themes of:

- formal and informal reporting mechanisms for gender-based violence incidents;
- strategies on how to perform a risk assessment.

The UniSafe/GenderSafe work and practical tools have proved very useful in our policy and framework project.

The University of Galway is currently participating in the GenderSafe general community of practice and the thematic area of Intersectionality.

For further information please visit: gendersafe.eu/the-project



(L-R): Niamh Kavanagh, Aoife Cooke and Dr Helen Maher at the UniSAFE conference in Bilbao, October 2023.

University of Sanctuary

The Universities of Sanctuary (UoS) Scholarship Programme welcomed 19 new students to the University for the 2023–24 academic year. The Programme is currently in its fifth year, and is open to International Protection applicants, refugees and Irish Travellers. In collaboration with the University's four Colleges, the programme has welcomed 62 students from 22 different countries to the University to date and, to support this cohort on their educational journey, they are paired with both support and academic mentors. The mentoring element of the programme provides practical means for university staff to meaningfully engage with some of the most disenfranchised students who experience discrimination in their daily lives. This year, Sanctuary has also supported the EU Passworld Programme, providing stipend, accommodation and mentor support for the incoming students. For more information, please email uni.sanctuary@universityofgalway.ie

The Schools of Sanctuary Programme is going from strength to strength, with two designated champion schools in the city, and a further four schools undertaking their Sanctuary journeys. To get involved with the Schools of Sanctuary Programme, interested persons can email sanctuary@universityofgalway.ie

Over the summer months, our attention focused on delivering the needs-based Education & Employment Transition Programme (ETP) on campus. The programme is designed specifically to provide learning and skill development to facilitate full participation in education, employment and Irish society more broadly, and aligns with the University's core strategic values of Respect and Openness. The programme is multi-disciplinary, and has been developed in collaboration with the Access Centre, the Career Development Centre, the Chaplaincy, Flirt FM and the English Language Centre following consultation with the programme's intended participant groups. Each of the forty-five participants on the programme received a Certificate of Participation from the Vice-President for Engagement, Dr Paul Dodd.

Participants on the ETP celebrating the completion of the programme in July 2023.



EU-Passworld

Designing Ireland's first education pathway for refugees residing outside Ireland

The College of Science and Engineering is dedicated to providing equal opportunities and creating international study opportunities for refugees residing outside of Ireland. As a 'University of Sanctuary,' the University plays a key role in supporting Irish universities to fulfil the institution's pledge made at the 2023 Global Refugee Forum in Geneva.

Globally, access to higher education for refugees is limited, with only 5 percent of refugees able to access tertiary education. To address this, the EU-Passworld project offers an innovative approach to creating safe and legal pathways to Ireland for refugees. By focusing on educational opportunities based on ability and merit, the initiative ensures that selected refugees are seen as international students, not merely defined by their refugee status. This distinction is important, as it preserves the dignity and individuality of the refugee students, facilitating a more natural social integration.

Ireland ranks in the top percentile in terms of global third-level education and is well-positioned to lead innovative initiatives like the EU-Passworld project. As part of this effort in 2022, the College of Science and Engineering was chosen by UNHCR, the UN Refugee Agency, and Nasc, the Migrant and Refugee Rights Centre, as their academic partner. The College's role was to design and pilot the first education pathway for refugees residing outside Ireland.

In collaboration with the University of Sanctuary and in partnership with Aerogen, which provided research internships and sponsorship, the College welcomed its first two refugee students in September 2023 from Congo and Cameroon. In September 2024, two more students from Eritrea and South Sudan will join the program. The students receive financial and social support from the Community Sponsorship Group, ensuring they have access to the services they need and can successfully integrate into university life.

In 2022, University of Galway hosted a meeting with representatives from nine of Ireland's universities, refugee community leaders, and European civil society members, with a global online audience. The discussion focused on expanding the program, and as a result, two additional universities will welcome their first refugee students in September 2024. University College Cork (UCC) have accepted one student, and University College Dublin (UCD) have welcomed two.

These students bring a wealth of diverse experiences and skills to Ireland, enriching the academic, professional and social communities they join. The project's success and learnings have been shared internationally, including in Italy, Switzerland, Brussels, Japan, and the United States.



Sebastine Akom, EU Passworld scholar at University of Galway.

Watch on
YouTube

Age-Friendly College

The College of Medicine, Nursing and Health Sciences' (CMNHS) commitment to inclusivity and diversity is demonstrated through various age-friendly initiatives. In 2023–24, three projects were supported across the three schools in the College through the Age-Friendly College Funding initiative. Multiple projects were funded to ignite new activities and consolidate areas of strength in teaching, research, or outreach. These projects are associated with the Age Friendly University (AFU) global network's 10 Age-Friendly Principles. Through these initiatives, the CMNHS demonstrates its dedication to creating an inclusive, respectful, and enriching environment for people of all ages, with a particular focus on valuing and engaging older members of the community.

More information about these initiatives can be found at: universityofgalway.ie/agefriendlycollege

- **Cultivating Age-Friendly College Workshop:** A workshop was held on 27 June to highlight the various workshops for older adults conducted over the previous 12 months.
- **Intergenerational Quiz Nights:** Two quiz nights were organised by CMNHS EDI, led by Michelle Canavan, Duygu Sezgin, Ciara O'Meara, to bring together older members of the Galway community, students, and representatives from charities such as ALONE and CROI.
- **Intergenerational Learning Project:** A series of workshops were co-designed by third-year occupational therapy students, under supervision of Dr Sinead Hynes and Dr Hazel Killeen, and older adult advisors. These workshops covered topics such as nutrition, wellbeing, cognitive health, local history, archaeology, astronomy, photography, storytelling, and creative writing.
- **Caifé Corcra:** A student-led memory café was piloted to support older adults affected by memory loss and their caregivers. Students were trained in cognitive stimulation therapy and developed a six-week program of themed activities.

- **Living Well Module:** People with chronic conditions were hosted at the NU3103 Living Well module to share their lived experiences with students. Following this, nursing students visited local nursing homes to interact with residents and engage in craft activities.
- **Dementia Inequalities Game:** Consultation events were held in Loughrea and during the CMNHS Cultivating Age-Friendly College event to adapt the Dementia Inequalities Game to the Irish context. Work is ongoing, led by Dr Dyugu Szegzin, to improve the design and adapt the game cards' content to Irish healthcare services.



Intergenerational Quiz night, as part of the College of Medicine, Nursing and Health Sciences' Age Friendly initiatives.





Goal 5.

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

EDI Training

A comprehensive suite of Equality, Diversity and Inclusion (EDI) training programmes was offered by the OVPEDI in 2023–24. These programmes have been designed to build capacity and foster an inclusive environment where diversity is valued and respected across our institution.

The training portfolio was expanded in 2023–24 to address key areas of EDI:

- **Workplace Culture and Behaviour:** Active Bystander training and Race Equality awareness programmes have been provided to challenge unacceptable behaviours and promote anti-racist practices.
- **Inclusive Leadership:** Support for managers has been delivered through dedicated programmes such as the Leadership Development Programme and ‘Managers Matter’, which focuses on creating an inclusive workplace culture.
- **Specific Support Initiatives:** Targeted programmes including ‘Maternity Matters: Return to Work’, Disability Awareness, and Neurodiversity training have been implemented to support specific staff needs.

Active Bystander

Active Bystander training provides the skills to challenge unacceptable behaviours e.g. racism, bullying, sexual harassment, and other inappropriate behaviours, including those which may become normalized over time.

Target Audience: All staff.

Unconscious Bias

This training provides staff with a greater awareness of unconscious bias, the research and understanding of the impact of unconscious bias in decision making, recruitment and selection decisions daily interactions, and targeted actions to counteract the impact of unconscious bias.

Target Audience: Unconscious Bias training is a requirement for all staff who participate on recruitment panels, promotion assessment panels and members of key decision-making committees.

Race Equality Training

This training aims to promote awareness, increase staff knowledge and build capacity in relation to racism and anti-racism in both theory and practice in University of Galway. The programme will lead participants into action-focused practice, while focusing on lived experiences within a higher education environment and provides participants with the time to reflect on their role in promoting an inclusive university community.

Target Audience: All staff, student-facing staff.

Neurodiverse-Affirmative Workplace Training

This training will provide a comprehensive understanding of neurodivergence as brain types, and explores the tools needed to create a neuro-inclusive workplace. It draws from the best available evidence, including intersectional lived experiences and case studies.

Target Audience: All staff.

Gender Identity, Expression and Diversity

This workshop aims to enhance institutional support for transgender and non-binary staff and students. Participants explore current experiences of these communities in Ireland and build fluency in respectful language and terminology. A supportive environment enables participants to ask questions, develop allyship strategies, and offers practical solutions for more inclusive educational practices.

Target Audience: All staff.

Managers Matter

This training programme provides management and leadership advice on:

- How to create a culture that values and supports all staff, inclusive of external responsibilities.
- How to support employees with caring responsibilities and manage transitions from leave back to work.

Target Audience: Line-managers and supervisors.

Maternity Matters: Return to Work

A 3-hour interactive and practical online workshop designed to help prepare and support new parents in adjusting back to the workplace following maternity/adoptive leave.

Target Audience: Staff who are due to return/ have returned from maternity/adoptive leave.

Disability Awareness

This 3-hour training is designed to support the roll out of the [Staff Guide to Disability in the Workplace](#).

Target Audience: All staff and in particular, any staff member who has a responsibility for another staff member i.e. line managers and PIs.

Let’s Talk About Race in the Higher Education Sector

This 30-minute Race Equality Awareness online module is an early step in raising awareness of racism in the higher education sector. The training helps staff to collectively to understand and address the institutional policies, processes and practices, which embed and reproduce inequalities between staff and students of different backgrounds.

Target Audience: All staff.

Unconscious Bias Training

This online, on-demand module is intended to provide an introduction to the basics of unconscious bias, types of bias, and the different ways to approach or address bias.

Target Audience: All staff.

EDI in Higher Education

This online, on-demand programme involves a blended approach to understanding EDI and human rights issues in Higher Education.

Target Audience: All staff.

First Point of Contact – Disclosure Training

This training programme equips participants with the skills for receiving disclosures of sexual violence and harassment.

Target Audience: Staff and students.

EDI Training

Leadership Development Programme

A Leadership Development Programme was piloted in March 2024 through a collaborative partnership between the Human Resources' Learning and Development Office and the Office of the Vice-President for Equality, Diversity and Inclusion (OVPEDI), and will be formally launched in September 2024. This is an initiative under the Gender Equality and Athena Swan Action Plans.

Equality, diversity, and inclusion values are integrated into the programme, which forms part of the OVPEDI's broader mandate to embed EDI across all institutional processes, procedures, and the University's daily operations.

The Leadership Programme is designed to support middle to senior level staff, such as Heads of School, Heads of Discipline, Heads of Unit, Senior Managers (Grade 5 upwards), Senior Technical Officers, Senior Researchers and Principal Investigators, to effectively lead their teams, schools, departments and projects with respect, efficiency and effectiveness. A total of 16 participated on the programme, with places distributed across colleges, central units, and senior research positions.

The programme is delivered through three integrated components: five core in-person workshops addressing fundamental leadership topics (Being a Leader, Communicating as a Leader, Leading Others, Managing Self, and Leading Change), three elective workshops selected from specialised options, and coaching support upon completion.

A distinctive feature of the programme is that each workshop will be concluded with a presentation from an internal University of Galway speaker, thereby incorporating institutional context and experience into the learning process.

Following the pilot programme, overwhelmingly positive feedback has been received from participants, with particular emphasis being placed on the value of peer networking, the powerful impact of internal leaders' stories, and the opportunities that were provided for collaborative reflection on leadership challenges within the higher education context.

Target Audience: All staff.

Participants on the pilot Leadership Development Programme. (L–R): Deputy President & Registrar, Prof Peter McHugh, Dr Laura Loftus, Kevin O'Sullivan, Declan McGrath, Aisling Conroy, Dr Andrew Hunter, Dr Jane Conway, Niamh Kavanagh, Tricia Cunningham, Prof Laoise McNamara, Naomh Cassidy, Dr Enda Howley, Prof Erin McCarthy, Dr Daniel Savery.



University of Galway Student Reasonable Accommodation Policy

Students with disabilities, ongoing physical or mental health conditions or specific learning difficulties are legally entitled to receive Reasonable Accommodations as necessary in order to support them with their studies. Students apply to the Disability Support Service and complete a needs assessment with a Disability Advisor to determine appropriate reasonable accommodation recommendations.

The Student Reasonable Accommodation Policy was developed through extensive consultation between October 2022 and March 2024. The development process was led by a Reasonable Accommodation Policy Working Group, which included representatives from the Office of the Vice-President for Equality, Diversity and Inclusion (EDI); the Office of the Dean of Students; Academic Staff; the Access Centre/Disability Support Service; and the Student's Union.

The University of Galway Student Reasonable Accommodation Policy (QA092) was approved at 4 June 2024 meeting of Academic Council and is now available on the University website.

Measuring Implementation and Impact: Workload Allocation Model (WAM) and Performance for Growth (PfG) Policy Project

A six-month project has been undertaken through joint sponsorship of the Office of the Vice President for Equality, Diversity and Inclusion and Human Resources to evaluate the implementation and perceived effectiveness of the Workload Allocation Model (WAM) and Performance for Growth (PfG) policies. These policies were approved in summer 2023 and an audit of institutional progress was suggested to assist in measuring the implementation to-date and providing recommendations for monitoring development.

The project objectives include: assess the current status of implementation; gather feedback on challenges and opportunities; develop monitoring mechanisms for both policies; and provide reporting on year 1 implementation and impact data. Deliverables include: stakeholder consultations and communications; benchmarking implementation processes against other institutions; audit and survey tools for data collection; and collating the consultation, benchmarking, and data in a final report.

The project will assist the institution in completing their review for the Athena Swan Silver application, as well as further the evaluation and monitoring of the WAM and PfG policies as they develop.

Decolonising Curriculum Project

The Decolonising Curriculum project, led by Dr Tanja Kovačič, is a crucial part of our university-wide commitment to transform and diversify the curriculum, as outlined in the University of Galway Race Equality Framework and Action Plan 2023–27. The project aims to support the development, implementation, and evaluation of initiatives and interventions to achieve this aim. It also seeks to develop a toolkit to support academic staff, by supporting the embedding of SDGs within the curriculum, including different perspectives from the Global South, Nomadism, Indigenous, and Black Studies.

The aims of the project are:

- Identifying good practices in addition to gap analysis concerning equality, ethnic diversity, indigeneity and addressing racial inequality in higher education curricula and pedagogy in diverse curricula across disciplines at the University of Galway.
- Reviewing existing toolkits for decolonising curricula in higher education and identifying what could be of relevance to the University of Galway.
- Analysing the literature nationally and internationally to understand good practice in using diverse materials within the curriculum, drawing on research from the Global South, Black Studies, Indigenous Studies, and Nomadism.
- Supporting and advising internal stakeholders in developing interventions, evaluating progress at an institutional level, and identifying institution-wide interventions including good practice.

Priorities for EDI Programme of Work 2024–25



Gender Equality

- Apply for Institutional Athena Swan Silver accreditation in April 2025 round.
- School of Business & Economics apply for Athena Swan Silver accreditation.
- Publish Athena Swan E-zine quarterly.
- Launch Management and Leadership Development Framework in partnership with Learning & Development.
- Host Gender Pay Gap seminar.
- Co-organise ENLIGHT+ funded Gender Equality event hosted in Comenius University, Bratislava.
- Contribute chapter to Coimbra Group collective volume on 'Why EDI matters'
- Present gender equality work at Annual Coimbra Group Conference, Bologna in June 2025.



Sexual Violence and Harassment Prevention and Response

- Cultivate a shared understanding of the Sexual Violence and Harassment Prevention and Response programme of work at the University of Galway.
- Cultivate a safe and respectful environment for the University community.
- Provide a confidential and professional advisory service to the university community on matters relating to SVH.
- Provide a supportive environment for university community members affected by SVH.
- Use Data/Research to assess, address and report on the programme of work.



Race Equality

- Prioritise race equality in the next University of Galway Strategic Plan and College Strategic Plans.
- Strengthen engagement with Equality Impact Assessments.
- Develop a Supplier Code of Conduct and Supplier Diversity Programme.
- Develop a robust structure to support the duties of the EDI Race Equality Advisors in the colleges.
- Support the development and roll out of an Inclusive Recruitment Toolkit and Staff Recruitment campaigns.
- Work with EDI Data Manager, DHR and Vice – President for Research and Innovation to advance designated ethnicity data actions
- Finalise and publish Annual Race Equality Report 2023–24.
- Establish baseline for measuring academic and career progression.
- Develop a mechanism to log incidents of racism.
- Target of 30% staff and students completed EDI / Anti-Racism training.



Universal Design and Accessibility

- Broaden and deepen UD implementation and share practice nationally and internationally.
- Build on achievements in the built and digital environments to foster a campus culture which is welcoming, inclusive, safe and free from discrimination (EDI Strategy Goal 4).
- Dr Deirdre Mc Hugh and Imelda Byrne, Head of the Access Centre, will present on our progress towards a universally designed physical campus at the prestigious international conference UD2024, in Oslo, in November 2024.
- The University of Galway will host the European Access Network Conference 2025, in March 2025.
- The University will appoint a Universal Design Manager to further embed UD principles.
- Continue to provide staff training in creating accessible documents and develop training and resources to engage all staff with UD principles.
- Continue to engage the student voice on all accessibility improvements through the Physical Accessibility Forum.

Thank You

The EDI Annual Report provides an insight into the broad range of objectives and activities that have been implemented to progress equality and inclusion at the University of Galway. The leadership, engagement, and commitment of staff and students is critical to this collaborative work. The EDI team would like to acknowledge the extensive contribution by colleagues, students and community partners which makes a significant difference in our university community.



OLLSCOIL NA GAILLIMH
UNIVERSITY OF GALWAY

Equality, Diversity and Inclusion

Annual Report 2023–24

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OLLSCOIL NA GAILLIMHE
UNIVERSITY OF GALWAY

Comhionannas, Éagsúlacht agus Cuimsiú

Tuarascáil Bhliantúil 2023–24



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Réamhrá

Tá lúcháir orm an réamhrá seo a scríobh don Tuarascáil Bhliantúil do Chomhionannas, Éagsúlacht agus Cuimsiú (EDI) 2023/24. Léiríonn an tuarascáil bhliantúil seo dul chun cinn chlár oibre an EDI in Ollscoil na Gaillimhe agus léiríonn sé an gá atá le ceannaireacht ghníomhach ag gach leibhéal chun ár gcuspóirí uailmhianacha a bhaint amach.

Níos mó ná riamh, táimid ag cuimhneamh ar an ngá atá le dul i ngleic leis an gciníochas a bhíonn ar chomhaltaí foirne agus mic léinn cur suas leis san ardoideachas agus sa tsochaí i gcoitinne.

I rith na bliana acadúla seo, sheolamar an chéad Chreat agus Plean Gnímh do Chomhionannas Ciníochas (2023-2027) san Ollscoil, rud a léirigh ní hamháin ár dtiomantas do chomhionannas ciníochas ach ár gceannaireacht san earnáil freisin. Is éacht ríthábhachtach é an plean seo inár dtiomantas atá ag teacht chun cinn maidir le pobal ardoideachais cothrom agus cuimsitheach a chruthú atá ionadaíoch ar éagsúlacht ár sochaí. Tá an plean thar a bheith tráthúil freisin i gcomhthéacs forbairtí polasaí earnála agus náisiúnta maidir le comhionannas ciníochas a chur chun cinn san ardoideachas. Níos mó ná riamh, táimid ag cuimhneamh ar an ngá atá le dul i ngleic leis an gciníochas a bhíonn ar chomhaltaí foirne agus mic léinn cur suas leis san ardoideachas agus sa tsochaí i gcoitinne.

Leathnaíonn sé seo go dtí an comhthéacs idirnáisiúnta níos leithne ó thaobh ról na hollscoile seo a aithint maidir le tacú le leas an phobail trí aghaidh a thabhairt ar chearta an duine. Agus an seasamh seo á ghlacadh againn, leanaimid ag iarraidh sos cogaidh buan láithreach in Gaza, go scaoilfí saor na gialla, agus go mbeadh ceartas, cuntasacht agus cosaint chomhionann do chearta an duine. D'fhoilsiomar freisin athbhreithniú cuimsitheach ar ár naisc le tionscal Iosraelach agus Palaistíneach agus le hinstiitíidí ardoideachais, ag soláthar ceannaireachta arís san earnáil ardoideachais. Tá sé ar intinn againn ár dtiomantas instiitíúideach do chearta an duine a neartú trí uirlis Measúnaithe Tionchair ar Chearta an Duine a fhorbairt.

Gné lárnach i gcónaí dár dtiomantais EDI is ea comhionannas inscne, agus thacaíomar le ciste fadtéarmach a chruthú le haghaidh iarratas a dhéanamh ar Athena Swan, a chur i bhfeidhm agus a athnuachan do scoileanna agus aonaid. Ina theannta sin, fáiltím roimh bhunú Líonra Seaimpíní Athena Swan a bhaineann leas as saineolas na foirne atá i mbun chur chun cinn an chomhionannais inscne chomh maith le spás a chruthú chun gníomhaíochtaí, deiseanna agus ábhair imní roinnte a phlé. Tá an rannpháirtíocht seo go léir ríthábhachtach maidir le dul chun cinn ár n-iarratais instiitíúide ar ghradam



Airgid Athena Swan agus tá obair faoi lánseol chun anailís a dhéanamh ar thionchar agus chun ár gcéad phlean gnímh eile a fhorbairt. D'ainneoin feabhas beag ar an mbearna phá idir na hinscní le blianta beaga anuas, is ábhar imní leanúnach é an leibhéal ard seasta atá i gceist sa bhearna phá idir na hinscní. Dá réir sin, cé go bhfuil dul chun cinn suntasach déanta ar ghníomhaíochtaí atá leagtha amach i bPlean Gnímh Comhionannais Inscne na hinstiitíúide, tá gá le gníomh níos radacaí chun aghaidh a thabhairt ar an éagothroime inscne agus an dochar atá déanta le blianta fada. Chuige sin, tá Polasaí maidir le Gníomhaíocht Dhearfach faofa againn chun go bhféadfaí bearta a ghlacadh a dhéanann soláthar do bhuntáistí sonracha chun míbhuntáistí inscne i ngairmeacha beatha gairmiúla a chúiteamh.

Rinneadh roinnt athruithe ar chomhdhéanamh agus ar bhéim a bhain leis an nGrúpa Comhairleach Seachtrach ar Chomhionannas Inscne (EAG). Tá fáilte curtha againn roimh bheirt bhall nua: Kevin Coutinho, cleachtóir comhionannais, Londain, agus an Dr Marcela Linková, Ceannasaí an Ionaid Inscne agus Eolaíochta, Acadamh Eolaíochta na Seice. Leathnaíomar chomh maith an bhéim a chuirimid ar chomhionannas i gcomhthéacs níos leithne a léiríonn na clár oibre EDI éagsúla. Tháinig an EAG ar cuairt i mBealtaine 2024 agus chuir sé tuarascáil ar fáil inar sonraíodh an anailís a rinne siad ar an dul chun cinn agus tráchttaireacht ar réimsí le forbairt. Ba rannpháirtíocht thar a bheith táirgiúil agus cabhrach é seo le cleachtóirí agus le lucht acadúil a bhfuil taithí acu sa réimse seo.

Tá an clár oibre chun dul i ngleic le foréigean gnéis agus ciapadh gnéis ríthábhachtach chun cultúr oibre agus foghlama atá tacúil agus sábháilte a chinntiú. Tá aird chuimsitheach ar athbhreithniú polasaí, oiliúint, oideachas agus ardú feasachta lárnach don aidhm seo. Ghnóthaigh ár gclár Toilithe Ghníomhaigh* gradam Tionchair an ÚAO i Meán Fómhair 2023, ar aitheantas suntasach é ar an tionchar agus an nuálaíocht leanúnach a chuireann an clár le cultúr agus iompar atá ag athrú san ardoideachas, sa bhreiseoideachas agus san oideachas dara leibhéal. Tá dul chun cinn na ngníomh faoinár bPlean Gnímh deich bpointe don Dearadh Uilíoch agus Inrochtaineacht dírithe go cuimsitheach ar fheabhsú na timpeallachta fisiciúla agus digití dár bpobal ollscoile go léir. Is buaicphointe ríthábhachtach é faomhadh an Pholasaí maidir le Socruithe Réasúnta do Mhic Léinn chun comhionannas a phríomhshruthú do mhic léinn faoi mhíchumas. Moltar go háirithe obair an Ionaid Rochtana maidir le tacaíocht a thabhairt do mhic léinn agus rannpháirtíocht chomhionann a chumasú.

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

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

Intreoir

Déanann Tuarascáil Bhliantúil 2023–24 cur síos ar na príomhghníomhartha agus na príomhghníomhaíochtaí ar tugadh fóthu i rith na bliana acadúla chun an clár oibre EDI a chur chun cinn le béim shonrach ar na ceithre chlár oibre EDI bunaithe; Comhionannas Inscne, Comhionannas Ciníocha, Dearadh Uilíoch agus Inrochtaineacht, agus Foréigean Gnéis agus Ciapadh Gnéis a Chosc agus Freagairt dóibh. Tacaíonn infreastruchtúr feabhsaithe sonraí EDI agus cumais tuairiscithe leis na cláir oibre seo.

Agus muid ag druidim le bliain dheireanach Straitéis EDI Ollscoil na Gaillimhe 2022–25, tuairiscítear na gníomhaíochtaí tosaíochta a cuireadh i bhfeidhm in 2023–24 faoi chúig sprioc uileghabhálacha na straitéise EDI agus aithnítear go mbaineann go leor de na tionscnaimh le roinnt spriocanna go comhuaineach, mar gheall ar a nádúr trasnaithe.

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



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

Foireann OVPEDI



Aoife Cooke,
Ceannasaí Comhionannais,
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Niamh Gallagher,
Riarthóir Comhionannais



An Dr Laura Loftus,
Bainisteoir Cláir EDI do
Chomhionannas Inscne



Owen Ward,
Bainisteoir Cláir EDI do
Chomhionannas Ciníocha



Margaret Forde,
Bainisteoir Sonraí EDI



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



Niamh Kavanagh,
Bainisteoir an Chláir maidir
le Foréigean Gnéis agus
Ciapadh Gnéis a Chosc
agus Freagairt dóibh



Saleha Al Sabahi,
Cúntóir Cumarsáide EDI



Tonya Watts,
Bainisteoir Tionscadail EDI



An Dr Tanja Kovačič,
Taighdeoir
Iardhochtúireachta



An Dr Siobhán Morrissey,
Taighdeoir Iardhochtúireachta
agus Comhordaitheoir ar
Dheontas Erasmus+ Foghlaim
Seirbhíse le hImlirigh



An Dr Javier Gimenez-Sanchez,
Taighdeoir Iardhochtúireachta

Leas-Déin EDI



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



Mary Dempsey,
Coláiste na
hEolaíochta agus na
hInnealtóireachta (CSE)



An Dr Deirdre Curran,
Coláiste an Ghnó, an
Bheartais Phoiblí agus an
Dlí (CPPPL)



An Dr Sarah-Anne Buckley,
Coláiste na nDán, na
nEolaíochtaí Sóisialta & an
Léinn Cheiltigh

Próifíl Éagsúlachta ár bPobail Ollscoile

Is bealach tábhachtach é bailiú agus monatóireacht sonraí chun éagothroime a aithint, chun aghaidh a thabhairt ar bhearnaí agus chun dul chun cinn a mheas de réir mar is gá chun ár n-oibleagáidí reachtúla a chomhlíonadh faoi Dhualgas na hEarnála Poiblí i leith Comhionannais agus Chearta an Duine.

In éineacht le faisnéis cháilióchtúil, tá an OVPEDI ag cruthú pictiúr den éagsúlacht agus den eispéireas beo a bhaineann lenár bhfoireann agus ár mac léinn chun:

- bonn fianaise a chruthú do ghníomhaíochtaí, do pholasaithe agus do chleachtas
- a mheas an bhfuil polasaithe agus cleachtais cothrom agus cóir agus nach ndéanann siad difear thar fóir do ghrúpaí éagsúla
- tagarmharcáil chun bearnaí san fheidhmíocht a aithint

As na naoi bhforas faoi chosaint faoin reachtaíocht Chomhionannais, déantar aois, inscne agus náisiúntacht na foirne a thaifeadadh go córasach ar chóras taifid na bhfostaithe.

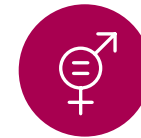
Iarraimid ar chomhaltaí foirne (agus ar iarratasóirí) a dtréithe pearsanta eile a nochtadh ar bhonn deonach agus rúnda tríd an rannán Éagsúlachta ar an Tairseach Féinseirbhíse d'Fhostaithe (ESS). De réir ár [bhFógra Priobháideachta Sonraí OVPEDI](#), déantar aon fhaisnéis phearsanta a nochtar tríd an rannán Éagsúlachta ESS a chomhiomlánú agus a thuairisciú ar leibhéal institiúideach amháin. Níl sé ar fáil ag leibhéal aonair agus níl aon duine inaitheanta sa phróiseas. Tá an fhoireann i gceannas ar an bhfaisnéis phearsanta seo agus féadfaidh siad í a thabhairt cothrom le dáta nó a bhaint am ar bith.

De réir a chéile táimid ag cruthú pictiúr níos láidre de phróifíl éagsúlachta na hOllscoile le cabhair ó rátaí nochta a mhéadú tríd an rannán Éagsúlachta (ESS) ar Core Portal ó 34% in 2021–22 go 38% den fhoireann ar fad in 2023–24. Leanfaimid ag spreagadh rátaí críochnaithe i rith 2024–24.

Déan an cód QR a scanadh chun cuairt a thabhairt ar an rannán Éagsúlachta ar an Tairseach Féinseirbhíse d'Fhostaithe (ESS).



Próifíl na Foirne



Inscne

Catagóir	Bean	Fear
Acadúil	53%	47%
Taighde	50%	49%
Tacaíocht	70%	29%
Iomlán	58%	42%



Aois

Catagóir	Meánaois
Acadúil	46
Taighde	37
Tacaíocht	48
Meánaois iomlán	44



Reiligiún

Reiligiún	Céatadán
Caitliceach Rómhánach	50%
Eaglais na hÉireann	1%
Hiondúchas	2%
Ioslam	4%
Giúdachas	0%
Meitidisteach	1%
Críostaí Ceartchreidmheach	1%
Preispitéireach	0
Eile	6%
Gan reiligiún ar bith	34%



Náisiúntacht

Catagóir	Idirnáisiúnta	Éireannach
Acadúil	23%	77%
Taighde	58%	42%
Tacaíocht	10%	80%
Iomlán	27%	73%

Líon na dtíortha = 77



Eitneachas

Bunaithe ar nochtadh deonach, bhí 11% den fhoireann a d'fhreagair ar an rannán Éagsúlachta ar an Tairseach Féinseirbhíse d'Fhostaithe (ESS) ó chúlra mionlach eitneach.



Míchumas

Bunaithe ar nochtadh deonach, léirigh 12% den fhoireann a d'fhreagair ar an rannán Éagsúlachta ar an Tairseach Féinseirbhíse d'Fhostaithe (ESS) go raibh míchumas acu.

Próifíl na Mac Léinn



Inscne

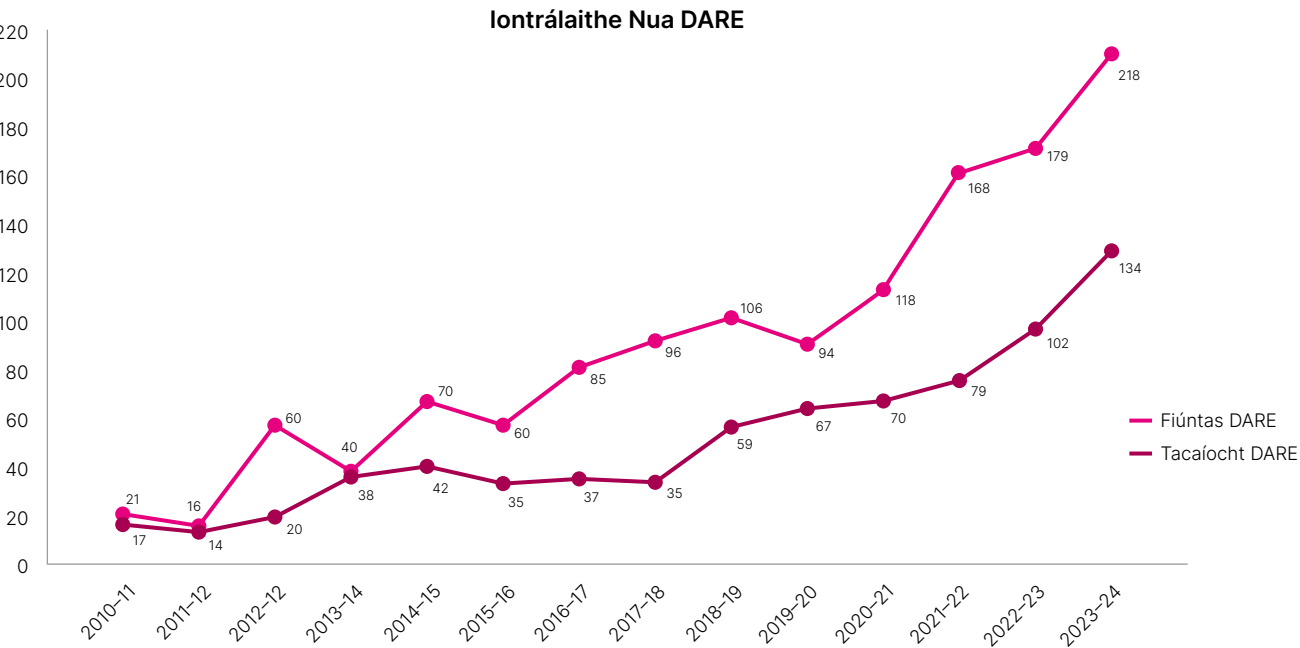
Tá próifíl inscne na mac léinn le fáil ar Chóras Taifead na Mac Léinn (SRS). Roghnaigh 1% de mhic léinn gan a n-inscne a nochtadh.

Leibhéal	Bean	Fear
Fochéim	39%	61%
Iarchéim Mhúinte	40%	59%
Iarchéim Thaighde	45%	55%
Iomlán	39%	60%



Míchumas

Is scéim náisiúnta é an Bealach Rochtana ar Oideachas do Dhaoine faoi Mhíchumas (DARE) a d'fhorbair Institiúidí Ardoideachais chun líon na mac léinn atá faoi mhíchumas a fhreastalaíonn ar Ardoideachas a mhéadú trí áiteanna a thairiscint do mhic léinn ar chlár fochéime lánaimseartha ar phointí laghdaithe agus trí thacaíochtaí breise Ollscoile a sholáthar do mhic léinn. Déantar líon na mac léinn faoi mhíchumas a théann isteach trí bhealach iontrála DARE a thaifeadadh ar Chóras Taifead na Mac Léinn agus léirítear méadú suntasach ar líon na mac léinn a tháinig isteach trí na bealaí iontrála seo le 14 bliana anuas.



Tagraíonn Fiúntas DARE do mhic léinn a bhí incháilithe don scéim ach nár theastaigh pointí laghdaithe uathu; tagraíonn Tacaíocht HEAR do mhic léinn a bhí incháilithe don scéim agus a bhain leas as pointí laghdaithe.



Aois

Leibhéal	Meánaois
Fochéim	22
Iarchéim Mhúinte	30
Iarchéim Thaighde	32
Iomlán	24

Mic léinn chláraithe an 31 Nollaig 2023



Eitneachas

Ach an oiread leis an bhfoireann, ní dhéantar eitneachas na mac léinn a ghabháil go córasach ar chóras taifead na mac léinn. Bainimid leas as sonraí ón Suirbhé maidir le Rochtain Chomhionann a dháiltear ar Iontrálaithe Nua na Chéad Bhliana a chláraíonn ar chlár fochéime lánaimseartha. I suirbhé 2023/24, tháinig 9.7% de na freagróirí mac léinn ó chúlra mionlach eitneach.

Dualgas na hEarnála Poiblí i leith Comhionannais agus Chearta an Duine

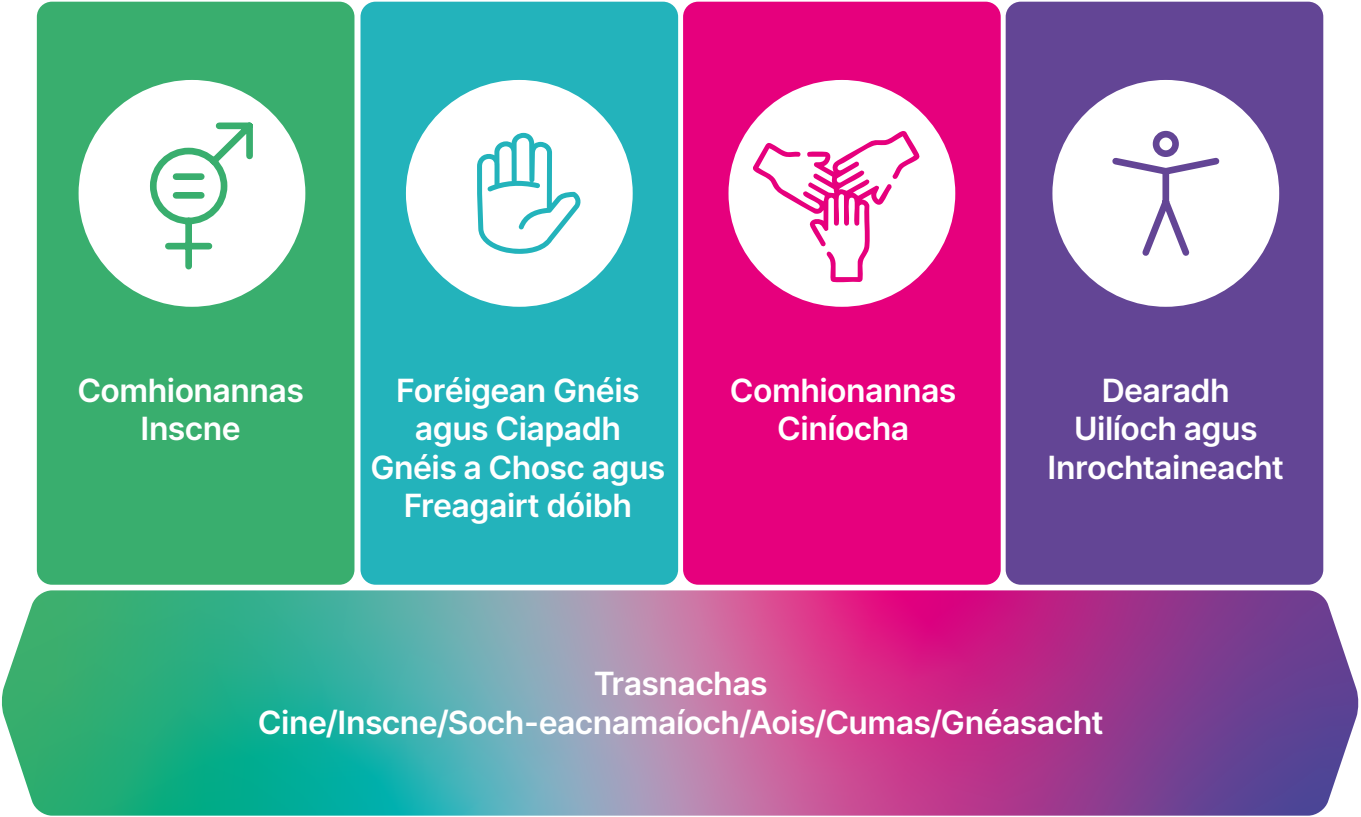
Tá Ollscoil na Gaillimhe ag brath ar chur chuige ilghnéitheach atá bunaithe ar fhianaise a úsáideann modhanna comhlántacha chun ár nDualgas Earnála Poiblí i leith Comhionannais agus Chearta an Duine a mheasúnú, aghaidh a thabhairt air agus tuairisciú air. Áirítear leis seo suirbhéanna arna n-úsáid ag an Oifig EDI agus anailís agus monatóireacht a rinne an Oifig Rochtana maidir le rannpháirtíocht a leathnú. Tacaíonn sé seo linn riachtanais na foirne agus na mac léinn a aithint agus freagairt dóibh i gcomhthéacs an Achta fá Choimisiún na hÉireann um Chearta an Duine agus Comhionannas.

Tá an Oifig EDI agus an tIonad Rochtana freagrach as cúig Phlean Gnímh chuimsitheacha a fhorbairt agus a chur i bhfeidhm a bhfuil sé mar aidhm acu comhdheiseanna a chur chun cinn agus aghaidh a thabhairt ar neamhionannais don fhoireann agus do mhic léinn maidir leis na grúpaí sainaitheanta faoi na hAchtanna um Stádas Comhionann (2000-18) agus na hAchtanna um Chomhionannas Fostaíochta (1998-15), agus ina theannta sin daoine atá i mbaol bochtaineachta agus eisiámh sóisialta. Tá struchtúr rialachais fairsing ann chun tacú le cur i bhfeidhm faoi fhreagracht cheannaireacht na hOllscoile.

Eagraghram Comhionannais, Éagsúlachta agus Cuimsithe



Nuashonrú ar Dhul Chun Cinn ar Chláir Oibre EDI



An Clár Oibre Comhionannais Inscne

Comhthéacs agus Cúlra

Tá Clár Oibre Comhionannais Inscne Ollscoil na Gaillimhe á rialú agus á threorú ag:

- An Chéad Athbhreithniú Náisiúnta de chuid an ÚAO ar Chomhionannas Inscne in Institiúidí Ardoideachais na hÉireann (2016)
- An Dara hAthbhreithniú Náisiúnta de chuid an ÚAO ar Chomhionannas Inscne in Institiúidí Ardoideachais na hÉireann (2022)
- Dualgas na hEarnála Poiblí i leith Comhionannais agus Chearta an Duine (2014)

Éilíonn an tÚdarás um Ard-Oideachas (ÚAO) agus Dualgas na hEarnála Poiblí ar Institiúidí Ardoideachais na hÉireann oibriú go gníomhach i dtreo comhionannais inscne a bhaint amach laistigh dá n-eagraíochtaí agus gníomhartha agus spriocanna a leagan amach nach mór a bhaint amach laistigh de thréimhsí ama sonracha. Tá bloc-chistiú an ÚAO nasctha le feidhmíocht institiúide maidir le dul i ngleic le héagothroime inscne tríd an bpróiseas Idirphlé Straitéisigh agus Creat Feidhmíochta an Chórais, agus cuireann Dualgas na hEarnála Poiblí oibleagáid dhlíthiúil ar institiúidí ardoideachais comhionannas a chur chun cinn, idirdhealú a chosc agus cearta daonna a gcuid fostaithe agus mac léinn a chosaint.

Tá an Clár Oibre Comhionannais Inscne múnlaíthe freisin ag polasaithe agus teoracha ar leibhéal Eorpach. Áirítear leis seo sonraí Treoir Trédhearcachta Pá an Choimisiúin Eorpaigh a éilíonn ar eagraíochtaí AE a gcuid maidir leis an mbearna phá idir na hinscní a roinnt go poiblí, critéar incháilitheachta i ndáil le plean comhionannais inscne an chlár Fís Eorpach áit a gcaithfidh Institiúidí Ardoideachais plean comhionannais inscne a bheith acu le bheith incháilithe chun cur isteach ar mhaoiniú, agus Plean Gnímh an AE maidir le Comhionannas Inscne agus Cumhachtú na mBan i nGníomhaíocht Sheachtrach 2021-2025 (GAP III).

Is é an clár Comhionannais Inscne an tionscnamh is faide bunaithe agus is bunúsai de chuid OVPEDI. Leag sé an bhunbair le haghaidh clár eile, mar Chomhionannas Ciníocha agus Foréigean Gnéis agus Ciapadh Gnéis a Chosc agus Freagairt dóibh, agus tá sé fós ina bhunchloch d'obair an OVPEDI. Mar an clár is faide buan, is é Comhionannas Inscne an ceann is forbartha agus is fairsinge, bunaithe ar chúig phríomhchóil, mar a leagtar amach thíos.

Plean Gnímh Comhionannais Inscne (GEAP)

Cuireann Pleananna Gnímh Comhionannais Inscne na hOllscoile (GEAP) creat struchtúrtha, straitéiseach ar fáil chun an clár oibre comhionannais inscne a chur chun cinn ar fud na hinstitiúide. Leagann na pleananna seo amach spriocanna agus gníomhartha sonracha mar aon le torthaí intomhaiste atá dírithe ar aghaidh a thabhairt ar éagsúlachtaí inscne i réimsí éagsúla, lena n-áirítear earcaíocht, coinneáil, dul chun cinn gairme, ionadaíocht ceannaireachta, agus cultúr an champais. Táimid ag cur an tríú leagan i gcrích anois, GEAP 3, agus súil againn an chéad GEAP eile a chruthú in 2024 a chuimseoidh na cúig bliana amach romhainn.

Modheolaíocht

Glactar cur chuige ilghnéitheach chun comhionannas inscne a neadú ar fud Ollscoil na Gaillimhe. Feidhmíonn cúig phríomhghné (féach thíos) i dtimthriall leanúnach forbartha bunaithe ar chomhairliúcháin, comhchruthú agus anailísiú sonraí; cur i bhfeidhm; neadú; monatóireacht, agus athmheasúnú ar bhonn rialta chun breathnú ar na háiteanna is féidir feabhsúcháin a dhéanamh i dtírdhreach atá ag athrú de shíor.

1	Athena Swan: Leibhéal Institiúideach
2	Athena Swan: Leibhéal na Scoile
3	Feasacht agus Oiliúint
4	Ag Cothú agus ag Tacú le Ceannaireacht na mBan
5	Comhionannas Inscne/EDI a Chur Chun Cinn

1. Athena Swan: Leibhéal Institiúideach

Úsáidtear **Creat Athena Swan na hÉireann** mar uirlis chun athrú córasach, fadtéarmach a bhrú chun cinn ar iomaí leibhéal ar fud na hOllscoile. Tá sineirgíocht chomhoibríoch idir obair Athena Swan a dhéantar ar leibhéal na Scoile/an Aonaid agus an ghníomhaíocht atá á stiúradh ag an leibhéal institiúideach. Comhlánaíonn agus treisíonn pleananna gnímh Athena Swan a bhaineann go sonrach le comhthéacs na Scoile/ an Aonaid na gníomhaíochtaí Athena Swan atá ar siúl ag leibhéal institiúideach níos leithne agus a mhalairt. Dhá bhunphrionsabal den chlár comhionannais inscne, agus Athena Swan, is ea:

- 1. Gur féidir agus gur cheart go mbeadh tionchar díreach ag fóireaspéiris agus tuairimí na foirne ar an gcaoi a múnlaítear an obair seo.
- 2. Go ndéanfaí athmheasúnú ar a n-éifeachtacht ar bhonn leanúnach ar gach polasaí, nós imeachta agus athrú a dhéanfar.

Comhthéacs na hOllscoile:
Dul chun cinn a rinneadh go dtí seo

Tá gradam institiúideach Cré-umha ag Ollscoil na Gaillimhe anois agus cuirfidh sí isteach ar ghradam Airgid sa dara ráithe de 2025.

Tá 11 ghradam roinne Cré-Umha ag an Ollscoil chomh maith agus gradam roinne airgid amháin, agus is í Scoil na hInnealtóireachta an chéad Scoil Innealtóireachta i bPoblacht na hÉireann a bhain an creidiúnú seo amach.



- Scoil na hInnealtóireachta



- Scoil an Leighis
- Scoil an Altranais agus an Chnáimhseachais
- Scoil na nEolaíochtaí Sláinte
- Scoil na Síceolaíochta
- Scoil na Matamaitice, na Staitisticí agus na Matamaitice Feidhmí
- Scoil na nEolaíochtaí Nádúrtha
- Scoil na nEolaíochtaí Bitheacha agus Ceimiceacha
- Scoil na Ríomheolaíochta agus an Institiúid Eolaíochta Sonraí (Comhiarratas)
- Scoil an Ghnó agus na hEacnamaíochta
- Scoil an Dlí
- Coláiste Ósta na Sionna

Dul chun cinn Phlean Gnímh
Institiúideach Athena Swan 2021–25

Cuimsíonn GEAP na hOllscoile den chuid is mó gníomhartha ónár bplean gnímh Athena Swan chomh maith le gníomhartha faoi **Straitéis Ollscoil na Gaillimhe don Chomhionannas, Éagsúlacht agus Cuimsiú 2020–25** agus **Plean Chur Chun Feidhme an Chreata Toilithe**. Tá na gníomhartha seo á gcur i bhfeidhm ag príomhchinnirí gnímh ar fud na hOllscoile lena n-áirítear Acmhainní Daonna, Oifig an Uachtaráin Ionaid agus Meabhránaí, an Leas-Uachtarán EDI, agus oifigí eile thar thréimhse 4 bliana, 2021–25.



Príomhghníomhartha atá Curtha i bhFeidhm

- ✓ Feidhmíocht Fhorásach tugtha isteach i mí an Mheithimh 2023.
- ✓ An tSamhail Leithdháilte Ualaigh Oibre (WAM) tugtha isteach i mí an Mheithimh 2023.
- ✓ Ciste maidir le hIarratas, Cur i bhfeidhm agus Athnuachan Athena Swan bunaithe i mí Mheán Fómhair 2023 chun tacú le Scoileanna/Aonaid.
- ✓ Grúpa Stiúrtha Institiúideach Athena Swan athbhunaithe mar Fhoireann Féinmheasúnaithe Institiúideach (ISAT) Athena Swan mar ullmhúchán d’iarratas ar ghradam Airgid institiúideach i R2 2025.
- ✓ Clár Forbartha Ceannaireachta seolta i mí Eanáir 2024.
- ✓ Polasaí maidir le Gníomhaíocht Dhearfach faofa i mí Aibreáin 2024.
- ✓ Cuireadh tús le hathbhreithniú ar an bPróiseas Arduithe Céime Acadúla i mBealtaine 2024.
- ✓ Deontas Covid-19 chun tacú le comhaltaí foirne a bhfuil freagrachtaí cúraim orthu seolta i mí Mheán Fómhair 2024.
- ✓ Treoirínte maidir le Saoire Mháithreachais do Bhainisteoirí seolta i mí Mheán Fómhair 2024.

2. Athena Swan: Leibhéal na Scoile

Tá beagnach gach Scoil in Ollscoil na Gaillimhe i mbun obair Athena Swan anois. Faigheann na Scoileanna seo tacaíocht ón OVPEDI tríd an mBainisteoir Cláir EDI do Chomhionannas Inscne.

Ciste maidir le hlarratas, Cur i bhfeidhm agus Athnuachan Athena Swan

Bunaithe i mí Mheán Fómhair 2023, cuireann an OVPEDI maoiniú bliantúil €3,000 ar fáil anois do Scoileanna agus Aonaid chun tacú le gníomhaíocht Athena Swan ó 2023 i leith. Tá an tionscnamh seo maoinithe faoi Chiste Straitéiseach 10% na hOllscoile. Tá sé mar aidhm ag an scéim cúnamh airgeadais a sholáthar chun tacú le hiarratais Athena Swan, le cur i bhfeidhm gnímh agus le hathnuachan an ghradaim. Ina theannta sin, tugann sé aghaidh go sonrach ar chuspóirí straitéiseacha na hOllscoile maidir le Gradam Airgid Athena Swan institiúideach a bhaint amach agus líon na scoileanna a bhfuil gradaim acu a mhéadú faoi 2025.

Tá an scéim mar chuid d'iarachtaí na hOllscoile an cumas oibriúcháin agus na príomhthacaí riachtanacha a fhorbairt chun comhionannas inscne a phríomhshruthú agus a leabú ar bhealach inbhuanaithe agus éifeachtúil, agus tacú le hobair Athena Swan, í a aithint agus acmhainní a chur ar fáil ina leith ar bhealach láraithe, córasach. Ina theannta sin, déanfar ualaí aonair agus gníomhartha coiteanna a mhaolú trí fheabhas a chur ar an gcumas oibriochtúil ón iarratas go dtí an cur i bhfeidhm agus an athnuachan.

Líonra Seaimpíní Athena Swan Ollscoil na Gaillimhe

Tá gach Cathaoirleach ar Fhoirne Féinmheasúnaithe Athena Swan Scoile/Aonaid ina b(h)all de Líonra Seaimpíní Athena Swan, ó bunaíodh é i mí na Nollag 2022. Tagann na Seaimpíní le chéile ar bhonn ráithiúil chun dul chun cinn agus constaicí a thagann chun cinn ag leibhéal Scoile agus Aonaid maidir le Athena Swan a phlé. Cuireann na míreanna a ardaítear ag na cruinnithe seo le plé an ISAT Athena Swan. Is é aidhm Líonra Seaimpíní Athena Swan cabhrú leo siúd a bhfuil baint acu le gníomhaíochtaí Athena Swan ar fud na hOllscoile eolas a mhalartú agus tacú le chéile.



Seaimpíní Athena Swan. Chun tosaigh (ar an tolg), (ó chlé): An Dr Bernadine Brady, an Dr Paul Flynn, an Dr Sarah-Anne Buckley, an Dr Florence Abrams; An dara líne: An Dr Laura Loftus, Marion Sulej, an Dr Ciara O'Meara, Anne O'Grady, Aoibhin Keighron, Gwen Morris, Aoife Cooke, an tOll. Dearbháile Morris; Ar chúil: An tOll. Paul Murphy, an tOll. Edward Jones, an Dr John McCrea.

3. Feasacht agus Oiliúint

Comhairliúchán Foirne 2023–24

Tugann an OVPEDI faoi chomhairliúchán cuimsitheach rialta leis an bhfoireann agus, nuair is cuí, le mic léinn. Gné bhunúsach dár gcuid oibre Athena Swan is ea comhairliúchán agus bíonn cineálacha éagsúla i gceist, lena n-áirítear suirbhéanna mionsonraithe, suirbhéanna gairide ar mheon na foirne, agus grúpaí fócais, i measc nithe eile. Cinntíonn an rannpháirtíocht leanúnach seo go bhfuilimid freagrúil do riachtanais ár bpobail.

Is é an sprioc atá ann na hathruithe, na polasaithe agus na nósanna imeachta a fheabhsaíonn tiomantas Ollscoil na Gaillimhe don chuimsitheacht agus don mheas a mhúnlú go comhoibríoch, d'fhonn cultúr a chothú ina mothaíonn gach duine go mbaineann luach leo agus go bhfuil tacaíocht acu. Tá sonraí an chomhairliúcháin a tharla in 2023–24 le fáil sa tábla thíos.

Dáta	Cineál Comhairliúcháin	Ráta Freagartha
Aibreán/Bealtaine 2023	Suirbhé Athena Swan ar an bhFoireann ar Fad.	1,016 as 2,733 comhalta foirne (ráta freagartha 37%)
Meitheamh 2023	Comhairliúchán i stíl Café Domhanda le foireann acadúil ag leibhéal Léachtóra agus Léachtóra Shinséaraigh.	46 rannpháirtí
Aibreán 2024	Comhairliúchán i stíl Café Domhanda le comhaltaí foirne a ghlac saoire mháithreachais/uchtála le 3 bliana anuas. Tionscadal comhoibríoch le AD.	25 rannpháirtí
Meán Fómhair 2023	Suirbhé Meoin do gach comhalta foirne a ghlac saoire mháithreachais/uchtaíoch le 5 bliana anuas scaipthe ag AD/OVPEDI.	92 as 164 comhalta foirne (ráta freagartha 56%)
Lúnasa 2024	Treoirilínte Dea-Chleachtais do bhainisteoirí a bhfuil comhaltaí foirne faoina gcúram a ghlac saoire mháithreachais/uchtaíoch le 2 bhliain anuas scaipthe ag AD/OVPEDI le haghaidh tuairimí.	



Oiliúint

Cuireann an OVPEDI raon deiseanna oiliúna ar fáil atá deartha go sonrach chun tacú le forbairt gairme na gcomhaltaí foirne baineann agus chun feasacht a ardú ar shaincheisteanna comhionannais inscne. Forbraíodh chomh maith cláir oiliúna bainistíochta agus ceannaireachta nua faoin GEAP 3 chun prionsabail EDI agus cur chuige duine-lárnach a leabú inár bpróisis agus inár gcultúr.

Oiliúint	Aiseolas
Aurora	Tacaíonn Ollscoil na Gaillimhe le mná ó gach catagóir foirne páirt a ghlacadh gach bliain sa chlár Aurora, clár forbartha ceannaireachta do mhná amháin arna sheachadadh ag Advance HE. Is tionscnamh comhpháirtíochta uathúil é a thugann saineolaithe ceannaireachta agus institiúidí ardoideachais le chéile chun gníomh dearfach a ghlacadh chun aghaidh a thabhairt ar ghannionadaíocht na mban i bpoist cheannaireachta san earnáil. “Thug Clár Aurora an fhéinmhuinín dom creidiúint i mo luach féin agus i mo chumas féin chun spriocanna a bhaint amach. [...] Fuair sé réidh leis an bhféinamhras a bhíodh orm agus thug sé guth dom. Thug sé deis dom léargas soiléir a fháil ar na bacainní a chuir mé i mo bhealach féin.” “Thug sé an deis dom mo ghairm bheatha agus m’fhorbairt laistigh den ollscoil a mheas go comhfhiosach agus chuir sé le mo thuiscint ar cheannaireacht, agus thug sé deis dom mo thaithí agus mo scileanna a bhaineann le ceannaireacht a aithint agus a thuiscint, rud nach ndearna mé roimhe seo.” “Tá mo dhearcadh ar mo scileanna ceannaireachta agus an chaoi a gcuirim mé féin i láthair athraithe ag Aurora.”
Clár Forbartha Ceannaireachta (Comhpháirtíocht le AD)	Forbraíodh an clár seo faoi GEAP 3 i gcomhpháirtíocht leis an Oifig Foghlama agus Forbartha AD. Tá prionsabail EDI leabaithe sa chlár a bhfuil sé mar aidhm aige tacú le comhaltaí foirne meánleibhéil agus sinsearach, e.g. Cinn Scoile, Cinn Disciplín, Cinn Aonaid, Bainisteoirí Sinsearach (Grád 5 nó os a chionn), Oifigigh Theicniúla Sinsearach, Taighdeoirí Sinsearach agus Príomhthaighdeoirí, chun a bhfoirne, scoileanna, ranna agus tionscadail a threorú go héifeachtach. Meascán de cheardlanna struchtúrtha atá sa chlár le héascaitheoir agus aoichainteoirí inmheánacha, agus tá modúil roghnacha á dtairiscint freisin. Féach leathanach 81 faoi Sprioc 5 le haghaidh tuilleadh eolais.
Cúrsaí Máithreachais: Filleadh ar an Obair	Ceardlann idirghníomhach agus phraiticiúil 3 uair an chloig ar líne é seo atá deartha chun cabhrú le tuismitheoirí nua a ullmhú agus tacú leo dul i dtaithí ar an ionad oibre tar éis saoire mháithreachais/uchtaithe. I measc na n-ábhar a chlúdaítear tá luachanna; teorainneacha a leagan síos; roghanna; gan bheith ag aireachtáil ciontach; bainistíocht ama, tús maith, leath na hoibre; teacht aniar; agus seisiún cóitseála.
An Clár maidir le hUllmhú do Dhul Chun Cinn Acadúil (PAA)	Chomhoibrigh Ollscoil na Gaillimhe le OL mar cheannaire agus le COBÁC, TCD, MU agus UCC mar chomhpháirtithe tionscadail ar sheachadadh 4 chohórt de Chlár Maoinithe chun Comhionannas Inscne san Earnáil a Fheabhsú, ‘Ag Ullmhú do Dhul Chun Cinn Acadúil’. Tá sé mar aidhm ag an gClár modúlach earnála tacaíocht a thabhairt do mhná acadúla ar leibhéal an Léachtóra Shinsearaigh agus iad ag ullmhú iarratais rathúla ar arduithe céime go leibhéal an Ollaimh agus, ar an gcaoi sin, tacú le hinstiúidí chun sprioc an-uailmhianach an ÚAO 40% d’fhir agus de mhná ag leibhéal lán-ollaimh a bhaint amach faoi 2026.

4. Dul Chun Cinn agus Ceannaireacht na mBan a Chur Chun Cinn agus Tacú leo

Líon na mBan i bPoist Sinsearach Cheannaireachta 2015/16–2023/24

Tá dul chun cinn suntasach déanta le hocht mbliana anuas ó chuir an Ollscoil tús lena haistear Athena Swan in 2016. Tá dul chun cinn suntasach déanta againn maidir le feabhas a chur ar na deiseanna gairme acadúla maidir le hinscne, agus tá méadú tagtha ar ionadaíocht na mban i róil sinsearach sna catagóirí foirne Acadúla agus Gairmiúla, Bainistíochta agus Tacaíochta, go háirithe, mar a léirítear sa tábla.

Cé go bhfuil go leor oibre fós le déanamh – tá rudaí ag breathnú go maith ar an iomlán. Beidh an bhéim as seo amach ar an dul chun cinn sa réimse seo a chothú agus a mhéadú nuair is féidir.

Grád	%Ban 2015/16	%Ban 2023/24
Léachtóir Sinsearach	33%	48%
Ollamh Pearsanta	10%	33%
Ollamh Bunaithe	11%	20%
Stiúrthóir	0%	50%
Comhrúnaí	0% (4)	0% (3)
Rúnaí Cúnta	67% (12)	53% (34)
Rúnaí	33% (6)	56% (9)

Deontais Comhionannais Inscne a Bronnadh

Tairgeann an OVPEDI trí dheontas in aghaidh na bliana chun tacú le comhaltaí foirne atá ag fillleadh ó shaoire fhada, le béim ar leith ar shaoire mháithreachais. Léirítear i staidéir go bhféadfadh tionchar díobhálach a bheith ag an am a ghlactar ar shaoire mháithreachais ar bhealaí gairme ban agus go gcuirtear moill ar ardú céime dá bharr. Cuirtear na deontais seo ar fáil chun tacú le daoine chun go mbeidh a laghad drochthionchair agus is féidir ag tréimhse fhada shaoire ar ghníomhaíochtaí taighde. Bunaíodh na deontais seo mar thoradh ar ghníomhaíocht Athena Swan de chuid Ollscoil na Gaillimhe.

Bliain	Deontas Fillte	Deontas d’Fhorbairt Acmhainne	Deontas Comhdhlúthaithe	Iomlán
2016/17	8	13	–	21
2017/18	7	8	–	15
2018/19	4	11	–	15
2019/20	2	4	10	16
2020/21	6	13	6	25
2021/22	4	6	5	15
2022/23	8	–	–	8
2023/24	10	3	5	18
Iomlán	49	58	26	133

Líonra Alumni Aurora

Bhí comóradh deich mbliana ag clár ceannaireachta mná Aurora in 2023. Seoladh Líonra Alumni Aurora Ollscoil na Gaillimhe i mí na Samhna 2023 chun an ócáid thábhachtach seo a cheiliúradh, agus rinneadh ceiliúradh chomh maith go bhfuil an clár Aurora tugtha chun críche ag beagnach 150 bean ó Ollscoil na Gaillimhe anois.

Ar chlé
Ceardlann Líonra Alumni Aurora, Aibreán 2024:
An tOll. Anne Murphy agus an Dr Laura Loftus.



5. Cur le clú Náisiúnta/Idirnáisiúnta Ollscoil na Gaillimhe maidir le Comhionannas Inscne agus EDI a Chur Chun Cinn

Bíonn plé seasta ag Ollscoil na Gaillimhe le hInstitiúidí Ardoideachais eile na hÉireann agus le comhpháirtithe Eorpacha chun cuir chuige nuálaíocha a fhorbairt d'fhonn aghaidh a thabhairt ar neamhionannas agus chun dea-chleachtas a roinnt.

Tionscadail Mhaoinithe le Comhpháirtithe Seachtracha in 2023–24

- Tionscadal ar an mBearna Phá idir na hInscní
- Fir i mbun EDI
- PROMOTE
- Níos láidre le chéile? Meastóireacht ar chlár forbartha aoninscne vs clár mheasctha cheannaireachta in Institiúidí Ardoideachais
- Clár Píolótach Meantóireachta Contrártha ENGAGE
- Grúpa Coimbra

Féach lgh 51–54 faoi Sprioc 3 le haghaidh tuilleadh eolais.

Foréigean Gnéis agus Ciapadh Gnéis a Chosc agus Freagairt dóibh (SVHPR)

Comhthéacs agus Cúlra

D'fhoilsigh an Rialtas Sábháilte, Measúil, Tacúil agus Dearfach: Ag cur Deireadh le Foréigean Gnéis agus Ciapadh Gnéis in Institiúidí Ardoideachais na hÉireann in 2019. Tugtar an Creat le haghaidh Toilte in Institiúidí Ardoideachais air de ghnáth. Mar fhreagra air sin, chuir an Ollscoil creat le chéile do phlean gnímh. In 2022, sheol an Rialtas plean feidhmithe chun aghaidh a thabhairt ar shaincheisteanna a bhaineann le foréigean gnéis agus ciapadh gnéis in Institiúidí Ardoideachais, Plean Feidhmithe, 2022–24.

Is iad an creat, an plan gnímh, an plan feidhmithe chomh maith le dea-chleachtas náisiúnta/idirnáisiúnta, polasaí náisiúnta/Eorpach, an dlí agus taighde atá ag teacht chun cinn atá mar spreagadh don chlár oibre maidir le Foréigean Gnéis agus Ciapadh Gnéis (SVH).

Tá an clár oibre dírithe ar dhá théama ar leith – cosc agus freagairt.

Na Príomhspríocanna a bhí againn do 2023–24:

- 1 Tionscadal Polasaí agus Crea
- 2 Feasacht ar SVH a mhéadú
- 3 Oiliúint agus Oideachas ar an bPobal

Cuidíonn na spriocanna go léir le feabhas a chur ar bhaint amach phlean gnímh na hInstitiúide/an phlean feidhmiúcháin náisiúnta.

Príomhéachtaí 2023–24

Breis agus 5,000 caidreamh le comhaltaí foirne agus le mic léinn, trí cheardlanna, coistí, feachtais agus tionscnaimh oiliúna agus oideachais.

- ✓ Oiliúint i dToiliú agus i nDlúthchaidreamh Digiteach fite fuaite sa churaclam i ngach scoil i gColáiste an Leighis, an Altranaís agus na nEolaíochtaí Sláinte agus i roinnt scoileanna i gColáiste na nDán, na nEolaíochtaí Sóisialta agus an Léinn Cheiltigh.
- ✓ Ceardlanna i nGaeilge agus i mBéarla.
- ✓ Baineadh úsáid as piaroideachas agus tionscnaimh nuálacha chun feasacht a mhéadú – e.g. ealaíontóirí gníomhacha* agus drámaíocht.
- ✓ Bainisteoir SVHPR ceaptha.
- ✓ Tionscadal tugtha chun críche: Tionscadal Polasaí agus Crea.
- ✓ An chéad bhliain tuairiscithe le foireann shainiúil don chlár oibre.
- ✓ An chéad bhliain ag seaimpíní an toilteampaís.
- ✓ In éineacht le Toiliú Gníomhach*, eagraíodh imeacht Líonra COSHARE Elevating Voices, Eliminating Violence: Advancing Evidence based strategies for SVH in Higher Education.
- ✓ Suirbhé Éifeachtúlachta an Choiste.
- ✓ Athbhreithniú seachtrach dearfach.
- ✓ Comhoibriú éifeachtach le príomhpháirtithe – Comhaltas na Mac Léinn, Cumann na bhFeimineach, Toiliú Gníomhach*, COPE na Gaillimhe agus Ionad Éigeandála um Éigniú na Gaillimhe.

1. Tionscadal Polasaí agus Creata

- Grúpa forbartha polasaí amháin bunaithe.
- Os cionn 10 gceardlann polasaí déanta.
- Os cionn 30 cruinniú le páirtithe leasmhara aonair maidir le polasaí.
- 4 cheardlann tástála struis déanta ar pholasaí.
- Fuarthas 120 moladh feabhsúcháin ar dhréacht 2 den pholasaí.
- Comhairliúchán polasaí le breis is 20 grúpa/lucht leasa inmheánach agus seachtrach.

2. Feasacht ar SVH a mhéadú

- 2 fheachtas feasachta ar na meáin shóisialta (Go Purple (Foréigean Baile), Stalcaireacht).
- Freastalaíodh ar 10 gcrúinniú coiste, lena n-áirítear Foireann Bainistíochta na hOllscoile (UMT), an Coiste Comhionannais, Éagsúlachta, Cuimsithe agus Acmhainní Daonna (EDIHRC) agus Coistí Feidhmiúcháin Coláiste.
- 5 sheastán fógraíochta ag príomhimeachtaí.

3. Oiliúint agus Oideachas ar an bpobal

Oiliúint Foirne

- An Chéad Phointe Teagmhála (Lucht Freastail: 43).
- Labhraímis faoi.... chaidrimh shláintiúla a chothú (Lucht Freastail: 17).
- Modúl ríomhfhoghlama, Foréigean Gnéis agus Ciapadh Gnéis: Conas Tacaíocht a thabhairt duit féin agus do do chomhghleacaithe (Lucht Freastail: 4).
- SVH san Ionad Oibre (GRCC) (Lucht Freastail: 18).
- Fiosrúchán a fhaigheann bonn faisnéise ó thráma, Breithniú agus Smachtbhannaí d'Oiliúint ar Mhí-lompar Gnéis (Lucht Freastail: 14).

Oiliúint na Mac Léinn

- An Chéad Phointe Teagmhála (Lucht Freastail: 10).
- Seaimpín an Toilithe (Lucht Freastail: 60).
- Ceardlann Toilithe (Lucht Freastail: 460).
- Ceardlann Dlúthchaidrimh Dhigitigh (Lucht Freastail: 125).
- Seisiún eolais [Réamhrá ar SVH agus Toiliú] (Lucht Freastail: 2490).
- Modúl ríomhfhoghlama, Foréigean Gnéis agus Ciapadh Gnéis: Conas Tacaíocht a thabhairt duit féin agus do do chomhghleacaithe. (Lucht Freastail: 174).

Eile

- Páirteach in dhá Thionscadal ÚAO. Gníomh 10 (Nósanna imeachta agus cleachtas mapála a bhaineann le gearáin fhoirmiúla faoi mhí-iompar gnéis in Institiúidí Ardoideachais) agus Gníomh 16 (Tarraing aird ar agus tóg ar thorthaí dearfacha an tsuirbhé chun tacú le forbairt clár oiliúna/oideachais – cur chuige píolótach ag an leibhéal áitiúil).
- 20 Tuairisc gan ainm ar SVH tríd an uirlis SpeakOut.
- Páirteach in dhá 2 chomhoibriú taighde – COSHARE agus GenderSafe.
- Forbairt ghairmiúil foirne agus breisoiliúint.
- 10+ dtuairisc curtha le chéile – ÚAO, UMT, An Chomhairle Acadúil.
- 3 iarratas ar mhaoiniú déanta ar an ÚAO.

Tá an Ollscoil fós ag infheistiú agus ag tacú le clár oibre don Fhoréigean Gnéis agus Ciapadh Gnéis a Chosc agus Freagairt dóibh. Táthar ag súil go seolfar an polasaí, nós imeachta agus creat SVHPR nuashonraithe i mí na Nollag 2024. Leagann an polasaí seo amach tiomantas Ollscoil na Gaillimhe maidir le foréigean agus ciapadh gnéis (SVH) a aithint, a chosc, freagairt dóibh go héifeachtach agus oibriú i dtreo deireadh a chur leo ar champais na hOllscoile agus laistigh de phobal na hOllscoile. Is clár oibre uailmhianach é, ach tá dul chun cinn agus athrú cultúir le feiceáil cheana féin trínár gcuid oibre ar fad agus trí líon na gcomhaltaí foirne agus na mac léinn atá ag teacht chun cinn chun comhairle agus tacaíocht a lorg.

Comhionannas Ciníocha

Comhthéacs agus Cúlra

Sheol Ollscoil na Gaillimhe a céad Chreat agus Plean Gnímh do Chomhionannas Ciníocha 2023–27 an 7 Samhain 2023 ar mhaithe le cur chuige comhordaithe a chuirfidh feabhas ar chomhionannas, ar éagsúlacht agus ar chuimsiú san Ollscoil.

Tá an Creat agus Plean Gnímh do Chomhionannas Ciníocha bunaithe ar ghníomhartha atá leagtha amach i bPlean Feidhmithe Comhionannais Ciníocha an ÚAO, 2022–24, i **bPrionsabail Frithchiníochais d'Institiúidí Ardoideachais na hÉireann** agus sa Phlean Gnímh Náisiúnta in Aghaidh an Chiníochais (2023) arb é an toirmeasc ar leithcheal ciníoch is bonn leo. Tá an Creat agus Plean Gnímh ag teacht le dualgais reachtúla comhionannais agus chearta an duine. Treisíonn Acht an Údaráis um Ard-Oideachas 2022 agus Dualgas na hEarnála Poiblí i leith Comhionannais agus Chearta an Duine an Creat agus Plean Gnímh. Déantar é seo mar go gcuirtear in iúl iontu sin an fhreagracht reachtúil atá ar Ollscoil na Gaillimhe chun comhionannas deiseanna a chur chun cinn agus chun tacú le héagsúlacht agus le cuimsiú, lena n-áirítear comhionannas ciníocha, san Ollscoil.

Is é an sainmhíniú atá ag an Údarás um Ard-Oideachas ar chomhionannas ciníocha ná ionadaíocht chothrom, eispéiris chothroma agus torthaí cothroma a bheith ag comhaltaí foirne agus ag mic léinn arb as grúpaí eitneacha mionlaigh iad, agus sainmhínítear éagothroime ciníocha mar ionadaíocht mhíchothrom, eispéiris mhíchothroma agus torthaí míchothroma a bheith ag comhaltaí foirne agus ag mic léinn arb as grúpaí eitneacha mionlaigh iad.

Chuir an Ollscoil tús le próiseas comhairliúcháin leis an bhfoireann agus le mic léinn agus le comhpháirtithe seachtracha, lena n-áirítear eagraíochtaí sochaí sibhialta áitiúla, in 2022–23. Chuir sé seo bonn fianaise láidir ar fáil ar eispéiris fhoriomlána na foirne agus na mac léinn ó mhionlaigh eitneacha san Ollscoil agus úsáideadh é chun treoir a thabhairt d'fhorbairt an Chreata agus an Phlean Gnímh don Chomhionannas Ciníocha.

Tá 120 gníomh luaite sa Phlean Gnímh a bhaineann le cúig réimse théamacha, agus leagtar béim ar a chinntiú go dtabharfar tosaíocht do chomhionannas ciníocha i ngach straitéis agus polasaí chun a chinntiú go gcuirfidh an Ollscoil timpeallacht fháilteach, chuimsitheach ar fáil ina n-aireoidh gach duine muintearas.

Tá cúig réimse théamacha sa Phlean Gnímh – ceannaireacht, straitéis agus polasaí; earcaíocht, dul chun cinn agus tacaíochtaí; sonraí, faireachán agus tuairisciú; pobal, cumarsáid agus cultúr; agus an léann agus taighde.

1	Ceannaireacht, Straitéis agus Polasaí
2	Earcaíocht, Dul chun cinn agus Tacaíochtaí
3	Sonraí, Monatóireacht agus Tuairisciú
4	Pobal, Cumarsáid agus Cultúr
5	Scoláireacht agus Curaclam

Príomhéachtaí 2023–24

Le linn na bliana acadúla 2023–24 cuireadh go mór le clár an chomhionannais ciníocha le seoladh **an Chreata agus Plean Gnímh do Chomhionannas Ciníocha 2023–27** agus cuireadh go leor príomhghníomhartha i gcrích.

1. Ceannaireacht, Straitéis agus Polasaí

- Tá post buan anois ag an mBainisteoir Cláir EDI don Chomhionannas Ciníoch a rud a léiríonn tiomantas fadtéarmach na hOllscoile do chomhionannas ciníoch a chur chun cinn.
- Bunaíodh Coiste do Chomhionannas Ciníoch (fochoiste de chuid EDICC) chun súil a choinneáil ar chur i bhfeidhm agus monatóireacht an Phlean Gnímh do Chomhionannas Ciníoch.
- Comhaontú chun tosaíocht a thabhairt do chomhionannas ciníoch sa chéad Phlean Straitéiseach eile de chuid Ollscoil na Gaillimhe agus i bPleananna Straitéiseacha an Choláiste.

2. Earcaíocht, Dul chun cinn agus Tacaíochtaí

- Thángthas ar chomhaontú chun tosaíocht a thabhairt do chomhionannas ciníoch sa Straitéis Idirnáisiúnta agus sa Straitéis Earcaíochta Mac Léinn agus Plean Gnímh.
- Tá Scoláireacht Sár-Lúthchleasaí Tom Molineux bunaithe do mhic léinn ar de bhunadh mionlaigh eithnigh iad.
- Tá Poist Chomhairleoirí Comhionannais Ciníoch EDI curtha ar fáil chun tacaíocht bhreise a sholáthar do mhic léinn agus chun comhionannas ciníoch a chur chun cinn sna Coláistí.
- Tá foireann Infhostaitheachta Domhanda ann anois a chuireann tacaíocht bhreise ar fáil do mhic léinn idirnáisiúnta le linn an phróisis sócrúcháin agus sa mhargadh fostaíochta.
- Tá an Líonra Foirne Taighdeoirí bunaithe.

3. Sonraí, Monatóireacht agus Tuairisciú

- Tá post buan déanta as ról an Bhainisteora Sonraí rud a léiríonn tiomantas fadtéarmach na hOllscoile do bhailiú agus tuairisciú sonraí EDI agus eitneachta.
- Bailítear sonraí éagsúlachta, lena n-áirítear sonraí eitneachta, ar thairseach Core ESS do chomhaltaí foirne atá fostaithe faoi láthair agus bailítear anois iad freisin ag céim iarratais an phróisis earcaíochta sheachtraigh.
- Leathnaíodh sonraí earcaíochta chun an chatagóir foirne taighde ar Core (Aibreán 2024) a chur san áireamh.
- Tá Bainisteoir an Chláir EDI do Chomhionannas Ciníoch agus an Coiste do Chomhionannas Ciníoch ann anois chun monatóireacht a dhéanamh ar an bPlean Gnímh le tuairisciú go bliantúil chuig EDICC, UMT, EDIHRC agus Údarás na hOllscoile.

4. Pobal, Cumarsáid agus Cultúr

- Bunaíodh feachtas leanúnach ilghnéitheach frithchiníochais EDI chun aghaidh a thabhairt ar iompraíochtaí, cleachtais agus tuairimí ciníoch agus cuireadh i bhfeidhm é ar fud na hollscoile.

5. Scoláireacht agus Curaclam

- Tá taighdeoir iardhochtúireachta agus grúpa oibre ann anois chun maoirsiú a dhéanamh ar fhorbairt cur chuige céimnithe chun an curaclam a athrú agus chun uirlisí a fhorbairt a thacóidh leis an bhfoireann acadúil dearchtaí agus cuir chuige éagsúla a chuimsiú laistigh de mhodúil.
- Tá Bainisteoir an Chláir EDI do Chomhionannas Ciníoch istigh i Líonra Éagsúlachta agus Cuimsithe ENLIGHT agus tá sé i gceannas ar fhorbairt Chód Iompair Threoir ENLIGHT maidir le Gníomhaíochtaí Inrochtana agus Cuimsitheacha.

Dearadh Uilíoch (UD) agus Inrochtaineacht

Comhthéacs agus Cúlra

Tá tiomantas straitéiseach na hOllscoile do 'phrionsabail an Dearaidh Uilíoch a ghlacadh sa timpeallacht oibre agus foghlama' curtha in iúl sa Pholasaí don Dearadh Uilíoch agus Inrochtaineacht. Cuirtear é seo i bhfeidhm trí phlean gnímh gaolmhar agus grúpa oibre ardeibhéil, faoi chathaoirleacht an Leas-Uachtaráin Comhionannais, Éagsúlachta agus Cuimsithe, an Dr Helen Maher, a thugann le chéile raon tionscnamh agus gníomhaíochtaí ar fud an champais fhisiciúil agus fhíorúil.

In 2023–24, cuireadh i bhfeidhm tionscadail Chéim 1, PATH 4, agus comhpháirtíocht atá ag forbairt idir an tÚdarás um Ard-Oideachas agus NDA/CEUD chun Dearadh Uilíoch san Oideachas (UDE) a chur chun cinn. Sa chur chuige seo, cuirtear oideachas leis na trí réimse a bhaineann go traidisiúnta le dearadh uilíoch – an timpeallacht thógtha; táirgí agus seirbhísí; agus an timpeallacht dhigiteach agus cumarsáid.

Chomh maith leis an iarratas rathúil a rinneadh ar Chéim 2 PATH 4 chun clár Cumas a fhorbairt do mhic léinn faoi mhíchumas intleachtúil, tá dul chun cinn suntasach déanta ag an Ollscoil ar thosaíochtaí 1, 2, 6 agus 8 den Phlean Gnímh don Dearadh Uilíoch agus Inrochtaineacht.

Dearadh Uilíoch na Timpeallachta Digití agus na Faisnéise

Tugadh isteach faireachán an NDA ar inrochtaineacht ghréasáin, faoi Threoir an AE maidir le hinrochtaineacht Ghréasáin, in 2023–24. D'oibrigh an Comhordaitheoir Cumarsáidí Inrochtana, Micheál Ó Cadhain, a ceapadh faoi Chéim 1 PATH 4 go dlúth le Réitigh agus Seirbhísí Faisnéise agus leis an Teicneolaí WWW, Evan Ryder, mar fhreagra ar iniúchtaí seachtainiúla, agus bhí na torthaí seo a leanas dá bharr:

- Tháinig feabhas ar an rátáil inrochtaineachta ó 34%, nuair a cuireadh tús le hiniúchadh an NDA, go 95% i mí Iúil 2023.
- Sa chéad áit nó sa dara háit i gcónaí maidir le hinrochtaineacht ghréasáin i láithreáin ghréasáin Institiúidí Ardoideachais na hÉireann de réir innéacs inrochtaineachta SilkTide.

Forbairt shuntasach eile ar inrochtaineacht ghréasáin is ea seoladh an bharr uirlisí teanga agus inrochtaineachta ReciteMe. Tugann sé seo an rogha don úsáideoir:

- A dtaithí ar láithreáin ghréasáin na hollscoile a leasú, beag beann ar an mbrabhsálaí.
- Cló agus méid an téacs a athrú.
- An cúlra, an téacs agus dath naisc a athrú.
- Ábhar a mhéadú nó a athrú go méid ar leith.
- Ábhar a aistriú go teanga eile.
- Leathanach gréasáin a íoslódáil mar chomhad fuaimne agus go leor eile.



- Áirítear ar fhorbairtí breise in inrochtaineacht dhigiteach:
- Tá 95 comhalta foirne oile anois i gcruthú cáipéisí inrochtana.
 - Chuir Micheál Ó Cadhain leis an gceardlann seo, agus roinn sé an cleachtas idirnáisiúnta ina chur i láthair ag an **gComhdháil ar Inrochtaineacht Dhigiteach 2023**.
 - Seisiúin ar leith d'Oifig an Leas-Uachtaráin Comhionannais, Éagsúlachta agus Cuimsithe agus do Choláiste na nDán, na nEolaíochtaí Sóisialta & an Léinn Cheiltigh
 - Seisiúin eolais, ceardlanna agus iniúchtaí éagsúla leis an Oifig Margaíochta agus Cumarsáide
 - Tionscadal comhoibríoch chun páipéir scrúdaithe Matamaitice inrochtana a chur le chéile le Scoil na Matamaitice, na Staitisticí agus na Matamaitice Feidhmí
 - Forbraíodh **Mol Inrochtaineachta** ar líne chun eolas agus treoir a bhailiú ar inrochtaineacht dhigiteach, fhisiciúil agus chéadfach.

Dearadh Uilíoch na Timpeallachta Tógtha

Fuair Oifig na bhFoirgneamh agus na nEastát maoiniú €450,000 chun saoráidí aslonnaithe éigeandála atá deartha go huilíoch a sholáthar, bunaithe ar thaighde dírithe ar an mac léinn a rinneadh faoi Thionscadail Straitéiseacha FSD (2021–22) agus a forbraíodh faoi Chéim 1 PATH 4 i gcomhpháirtíocht le hOifigeach Dóiteáin na hOllscoile, Samer Ourfali. Bhí an bhéim ar an leibhéal iarrachta coirp a theastaíonn ón mac léinn a bhfuil a s(h)oghluaisteacht teoranta chun freastal ar léachtaí a laghdú agus a chinntiú gur féidir leo aslonnú go tapa, go sábháilte agus go neamhspleách.

I measc na ngníomhartha bhí:

- Rochtain saor ó chéimeanna ar hallaí móra léachta agus doirse uathoibríocha ar an mbealach chucu.
- Uasghrádú agus cur le líon na gcathaoireacha aslonnaithe ar fud an champais, oiliúint curtha ar fáil do mharascail dóiteáin, comhaltaí foirne eile, agus Oifigigh Chomhaltas na Mac Léinn.
- Athdheimhniú ar ardaitheoirí aslonnaithe, oiliúint curtha ar fáil do mharascail dóiteáin.
- Infheistíocht san **Aip Safezone**.
- Treoir pleanála aslonnaithe éigeandála curtha ar fáil don fhoireann teagaisc.

Chuir an Comhordaitheoir Inrochtaineachta Fisiciúla, an Dr Deirdre McHugh, an obair seo i láthair toscaireachta ó Roinn Oideachais na Liotuáine urraithe ag Coimisiún an AE, in Oifigí an NDA i mí na Nollag 2023 agus ag **Comhdháil AHEAD 2024** i mí an Mhárta.

Fuair Oifig na bhFoirgneamh agus na nEastát maoiniú breise €1.2m le haghaidh oibreacha inrochtaineachta ar fud an champais. Bunaíodh Fóram na hInrochtaineachta Fisiciúla a thagann le chéile uair sa mhí ar mhaithe le rannpháirtíocht ghníomhach agus dhíreach na mac léinn faoi mhíchumas maidir le hoibreacha inrochtaineachta a chur in ord tosaíochta. Tá an líon céanna ionadaithe mac léinn agus ceannairí agus bainisteoirí sinsearacha Ollscoile ar an bhfóram. Déanann ionadaithe na mac léinn suirbhéanna agus siúlóidí chun a fháil amach cá bhfuil na réimsí breise le feabhsú. Téann comhghleacaithe ó Oifig na bhFoirgneamh agus na nEastát i gcomhairle leo ar thionscadail agus taispeánann athruithe dóibh chun fadhbanna inrochtaineachta féideartha a thástáil agus a réiteach.

Chuir comhairliúchán le foghlaimeoirí agus grúpaí fócais foirne leis an taighde seo trí chur le forbairt Chairt ALTITUDE don Dearadh Uilíoch san Oideachas Tríú Leibhéal. Tá **tuilleadh eolais faoin gComhairliúchán le Foghlaimeoirí** ar fáil i bpáipéar cleachtais a foilsíodh in Eagrán 17 den iris AHEAD.

Cuireadh obair an fhórait i láthair ag **Comhdháil Líonra Rochtana na hEorpa 2024** in Ollscoil Abertay, Dundee i Meitheamh 2024.

Chuir díospóireachtaí an fhórait eolas ar fáil ar raon gníomhartha inrochtaineachta fisiciúla lena n-áirítear:

- 70 doras inmheánach cumhacht-chuidithe.
- Comharthaíocht chuig cosáin inrochtana agus ardaitheoirí.
- Rochtain fheabhsaithe ar ardaitheoirí.
- Cosáin réidhe agus athchóirithe ar fud an champais.
- Rampaí.

Cuireadh tuilleadh eolais ar fáil ar mhaithe leis na hoibreacha ar chosáin le cabhair ó thionscadal mapála inrochtaineachta cosán de chuid an Ionaid Taighde Anailísíochta Sonraí Insight SFI – Crowd4Access don Eolaíocht Shluaafhoinisithe i gcomhar leis an Ionad Rochtana, Clár Oibre Deonaí ALIVE agus an BSc. in Eolaíochtaí Sóisialta Feidhmeacha (BASS). Tá an obair seo leagtha amach i bpáipéar cleachtais in **Eagrán 17 den Iris AHEAD**.

D'athraigh tionscadal na Saotharlainne Teagaisc Ceimice saoráid a bhí ann ó 1975 go timpeallacht mhór, gheal foghlama. Tugann an tsaotharlann teagaisc den scoth seo aghaidh ar go leor SDGanna, ag cur béim ar an nasc idir inrochtaineacht agus inbhuanaitheacht.

I measc na n-áiseanna tá:

- Cochall múiche le hairde agus binse inchoigeartaithe mic léinn.
- Léachtán inchoigeartaithe.
- Scáileáin mhóra teagaisc timpeall na saotharlainne.
- Córas fuaime den scoth agus go leor spáis le bogadh.

Tírdhreach champas coillearnaí Ollscoil na Gaillimhe.

An Campas Céadfach

Gné lárnach de Mháistirphlean an Champais is ea an **Campas Céadfach** agus is iomaí eispéireas céadfach atá ar champas Ollscoil na Gaillimhe cheana féin: go háirithe i measc na gcrann agus an uisce agus na spásanna foirmiúla.

D'oibrigh Oifig na bhFoirgneamh agus na nEastát le hailtirí tírdhreacha chun **léarscáil chéadfach agus folláine** a chur le chéile, ag cur béim ar spásanna céadfacha laistigh agus lasmuigh ar an gcampas. Trí Fhóram na hInrochtaineachta Fisiciúla, labhraíodh le mic léinn néara-éagsúla le linn an dearaidh, chomh maith le tionscadail mhóra tógála eile, lena n-áirítear an Leabharlann agus Ionad Foghlama nua.



Spriocanna EDI

Soláthraítear i Straitéis Ollscoil na Gaillimhe don Chomhionannas, Éagsúlacht agus Cuimsiú 2020–2025 creat leathan inar féidir ár gcláir oibre shonracha a chur chun cinn chun tacú le hollscoil atá éagsúil, cothrom agus cuimsitheach ar bhealach inbhuanaithe agus nuálaíoch.

Tá na tosaíochtaí a cuireadh i bhfeidhm in 2023–24 tuairiscithe faoi chúig sprioc sa Straitéis EDI ach baineann go leor de na tionscnaimh le roinnt spriocanna ag an am céanna, mar gheall ar chomh hilghnéitheach agus atá siad.

Sprioc 1. Sprioc 2. Sprioc 3.

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

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

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

Sprioc 4. Sprioc 5.

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

Peirspictíocht an chomhionannais a leabú san obair ó lá go lá sna feidhmeanna go léir.





Sprioc 1.

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

Creidiúnú Athena Swan

Athbhunaíodh Grúpa Stiúrtha Institiúideach Athena Swan mar Fhoireann Féinmheasúnaithe na hInstitiúide (ISAT) i mí na Samhna 2023 mar ullmhúchán d'iaratas ar ghradam Airgid institiúideach i R2 2025.

Tá comhaltaí foirne as gach leibhéal agus gach catagóir foirne ar an ISAT lena chinntiú go bhfuil ionadaithe ann ó gach cearn den Ollscoil. Tá an grúpa freagrach as an iarratas a scríobh, as anailís chainníochtúil agus cháilíochtúil a dhéanamh, agus as a chinntiú go gcuirfear Plean Gnímh Athena Swan 2021–25 Ollscoil na Gaillimhe i bhfeidhm.

Tá comhaltaí foirne as gach leibhéal agus gach catagóir foirne ar an ISAT lena chinntiú go bhfuil ionadaithe ann ó gach cearn den Ollscoil.

Baill d'Fhoireann Féinmheasúnaithe Institiúideach Athena Swan (ISAT) Chun tosaigh (ó chlér): An Dr Tina-Karen Pusse, Aoife Cooke, John Caulfield, an Dr Laura Loftus, Niamh Gallagher; Ar chúil: An tOll. Peter McHugh, an Dr Helen Maher, an tOll. Dónal Leech, Aoibhin Keighron



Achoimre ar Líonraí Foirne 2023–24



Líonra Ban na hOllscoile

Chuir coiste feidhmiúcháin Líonra Ban na hOllscoile 2023/24 (UWN) tús lena dtéarma i mí Dheireadh Fómhair le cúigiú léacht bhliantúil Sheehy Skeffington. Ba í Leifteanant-cheannasaí an Gharda Cósta Kimberly Young-McLear a labhair ag an ócáid, agus ba í iar-chomhchathaoirleach an Líonra, an tOllamh Margaret Hodgins a rinne na socrúithe. Fuair McLear Gradam Náisiúnta na Stát Aontaithe do Sceitheoirí sa bhliain 2019 as oll-mhí-úsáid cumhachta ag Garda Cósta na SA a nochtadh agus é ag láimhseáil líomhaintí bulaíochta, ciaptha agus idirdhealaithe.

Reáchtáil coiste Líonra Ban na hOllscoile 2023–24 dhá mhaidin chaife le linn a dtéarma: ceann amháin i mí na Samhna chun airgead a bhailiú do COPE na Gaillimhe agus ceann eile i mí an Mhárta do Lá Idirnáisiúnta na mBan.

An tOllamh Alma McCarthy leis an Dr Olivia McDermott, Comhchathaoirleach acadúil Líonra Ban na hOllscoile ag maidin chaife Líonra Ban na hOllscoile a reáchtáladh i mí na Samhna 2023 chun airgead a bhailiú do COPE.



Sheol Líonra Ban na hOllscoile imeacht tiomsaithe airgid, “Siúlóid Chuimhneacháin”, den chéad uair i mbliana, agus táthar ag súil go mbeidh sé ar siúl go bliantúil. Ghlac breis is 50 duine páirt i searmanas gairid i nGairdín Chuimhneacháin na hOllscoile chun bláthfhleasc a leagan sa Ghairdín, coinneal a lasadh, agus chun cuimhneamh ar chomhghleacaithe agus ar chairde ón ollscoil atá imithe ar shlí na fírinne. Chuaigh an t-airgead a bailíodh ag an imeacht chuig Cúram Ailse an Iarthair.

I mí Lúnasa, bhí áthas ar Líonra Ban na hOllscoile gur bhronn an Ollscoil dochtúireacht oinigh san Eolaíocht Eacnamaíoch ar a hainmní, Mary Bennett. Tá an Dr Bennett ina ceann feadhna in go leor earnálacha ó na 1960idí i leith, ag cur le creatlach sóisialta, eacnamaíoch agus gnó na Gaillimhe agus na hÉireann.



Sa phictiúr ag cúigiú léacht bhliantúil Sheehy Skeffington – ó chlér: An Dr Michelle Sheehy Skeffington, Jane Ennis ó Choiste Feidhmiúcháin Líonra Ban na hOllscoile, Leifteanant-cheannasaí an Gharda Cósta, an Dr Kimberly Young McLear, an Dr Margaret Hodgins and Josephine Walsh ó Choiste Feidhmiúcháin Líonra Ban na hOllscoile.

An Dr Mary Bennett in éineacht le Josephine Walsh ó Choiste Feidhmiúcháin Líonra Ban na hOllscoile.

An Líonra Foirne Idirnáisiúnta

Ní Éireannaigh iad 27% den fhoireann i measc na gcóhort foirne go léir. Tugann an Líonra Foirne Idirnáisiúnta (ISN) aghaidh ar na dúshláin shonracha atá rompu agus cruthaíonn sé pobail agus áiteanna muintearais. Ós rud é gur mionlach an-mhór é seo a bhfuil go leor tionchair aige, nuair a chuireann siad a dtaithe agus a n-acmhainní le chéile chun athruithe a chur i bhfeidhm, cinntíonn an Líonra Foirne Idirnáisiúnta go ndéantar ionadaíocht cheart orthu i struchtúr rialaithe na hOllscoile mar ghrúpa a bhfuil leas i gcoitinne acu.

D'eisigh an Líonra suirbhé agus bailíodh freagraí ó Chaifé Éagsúlachta ar an 19 Márta 2024, nuair a thuairiscigh comhaltaí idirdhealú maidir le tithíocht, fadhbanna a d'eascair as srianta ar víosaí (ní hamháin do chomhaltaí foirne ach freisin dá gcéilí agus leanaí), nós imeachta ionduchtaithe lochtach a bhfuil costais thar a bheith ard ag baint le bunú/socrú, agus polasaí hibridoibre dolúbtha (ag cur iallach ar chomhaltaí socrúithe saoire gan phá gan iarraidh a úsáid nuair a tharlaíonn éigeandáil teaghlach thar lear) ar na saincheisteanna is mó a gcaithfear aghaidh a thabhairt orthu. Cé go mbraitheann an Ollscoil ar a foireann idirnáisiúnta agus go measann sí go bhfuil éagsúlacht sa chóhort foirne ríthabachtach dá rathúlacht, go háirithe maidir le feabhas taighde, ba é fócas an Líonra Foirne Idirnáisiúnta sa bhliain acadúil 2023–24 easnaimh sa tacaíocht institiúide a shainaithint go sonrach.

D'ainneoin an tuairim choitianta, ní hé an dúshlán céanna a bhaineann le tithíocht do gach duine. Chomh maith le heaspa soláthair, imríonn an ghéarchéim thithíochta tionchar díréireach ar chomhaltaí foirne idirnáisiúnta mar gheall ar chlaonadh tiarnaí talún agus gníomhaireachtaí, easpa líonra sóisialta, bacainní de bharr riachtanais cáipéisí (is annamh a ghlactar le ráitis bhainc nó teistiméireachtaí tiarnaí talún neamh-Éireannacha), agus dá bharr seo bíonn comhaltaí foirne idirnáisiúnta leochaileach i leith camscéimeanna agus daoine mailíseacha. Ní thacaíonn an Oifig Idirnáisiúnta agus an Oifig Lóistín ach le mic léinn, rud a fhágann bearna ollmhór tacaíochta don fhoireann.

Chuir an Líonra na saincheisteanna seo faoi bhráid na Comhairle Acadúla agus tionóladh Cruinniú Oscailte ar an 10 Meitheamh 2024 mar chuid den Phróiseas Comhairliúcháin don Straitéis nua Ollscoile (2025–2030). Le linn an Chruinnithe Oscailte, dheimhnigh an tUachtarán Ciarán Ó hÓgartaigh go bhfuil pleananna chun Lóistín Foirne a thógáil ag Láithreán Forbartha Oileán Altanach, ach fós féin go raibh gá le réitigh níos gearrthearmaí. Ag eascairt as an imeacht seo, tá liosta moltaí eisithe ag an Líonra chun faoiseamh níos láithrí a bhaint amach.

Ina theannta sin, léirigh an Líonra mar chuid den phróiseas Athbhreithnithe ar Arduithe Céime Acadúla an tionchar a bhíonn ag dúshláin idirchultúrtha, rochtain teoranta ar thaisteal comhdhála mar gheall ar shrianta víosaí, agus measúnú claonta ar ghnóthachtálacha acadúla lasmuigh de thíortha ina labhraítear an Béarla ar fhorbairt gairme inmheánaí na mball.

D'fhonn aghaidh a thabhairt ar an nós imeachta ionduchtaithe, tá feabhas curtha ag an Líonra ar an bhFaisnéis Fáiltithe atá ar fáil do chomhaltaí foirne nua agus d'áitigh sé go gcuirfí tacaíocht dhíreach ó Acmhainní Daonna ar fáil d'fhostaithe nua idirnáisiúnta, agus tá sé sin ar fáil dóibh anois.

Ag cur san áireamh gur Taighdeoirí lardhochtúireachta an cohórt is mó de chomhaltaí foirne idirnáisiúnta faoi láthair, thacaigh an Líonra Foirne Idirnáisiúnta le bunú Líonra Foirne Taighde, a mbíonn siad ag comhoibriú go dlúth leo.



Sa phictiúr ag an Café Domhanda le linn Sheachtain Frithchíochais Nelson Mandela, Márta 2024 – ó chlé: Owen Patrick Ward, Comhchathaoirigh an Líonra Foirne Taighde Merve Suzan Zeden & Michael Creane, Gustavo Sambrano, Comhchathaoirigh an Líonra Foirne Idirnáisiúnta Tina-Karen Pusse & Dinali Wijeratne, agus Eylul Petek Taneri.

Líonra Foirne LGBT+

Mar choiste agus mar bhaill líonra atá tiomanta do leas lucht LGBT+ a chosaint agus a chur chun cinn, chomh maith le timpeallacht shábháilte agus chuimsitheach a chruthú in Ollscoil na Gaillimhe do lucht LGBT+, tá go leor bainte amach le bliain anuas.

Bhí Aidan Harte agus Ann-Marie Hanlon ina gcomhchathaoirigh ar an Líonra in 2023/24, le tacaíocht ó Choiste Feidhmiúcháin. I mí Eanáir 2024, tháinig deireadh le ról an Dr Declan Coogan mar chathaoirleach ar an Líonra, agus gabhann an Líonra buíochas leis as a cheannaireacht den scoth le roinnt blianta anuas.

I rith na bliana acadúla 2023/24, bhí ionadaíocht ag an Líonra ag imeachtaí éagsúla:

- Bród na Gaillimhe i Lúnasa 2023 agus 2024.
- D'eagraigh an Coiste imeachtaí inar ardaíodh brataí ar an gcampas le linn sheachtain an Bhróid in 2023 agus 2024, ar imeachtaí tábhachtacha iad chun infheictheacht agus comghuaillíocht a chur chun cinn ar an gcampas.
- Ar an 4 Nollaig 2023, rinne an Dr Declan Coogan agus Aidan Harte ionadaíocht thar ceann an Líonra ag an gcéad chruinniú náisiúnta de Líonraí Foirne LGBT+ Institiúidí Ardoideachais, áit a raibh ionadaíocht as fud fad na hÉireann. Ba é cuspóir an imeachta seo eispéiris a roinnt agus ábhar a leagan amach chun Téarmaí Tagartha a fhorbairt do líonra uile-oileáin.

- Ghlac comhaltaí an Choiste páirt in Café Éagsúlachta ar Fhrithchíochas a thug ábhar machnaimh dóibh. Bhí an Café ar siúl ar an 19 Márta 2024 mar chuid de Sheachtain Frithchíochais Nelson Mandela, agus bhí sé eagraithe ag an OVPEDI, Líonra Ban na hOllscoile, agus Líonra Idirnáisiúnta na Foirne.
- Reáchtáladh seimineár ar an gcaoi a gcaitheann Stát na hÉireann le hiarratasóirí ar Chosaint Idirnáisiúnta a shainaithníonn mar bhaill den phobal LGBT+ i gcomhar le Gluaiseacht Lucht Iarrtha Tearmainn in Éirinn (MASI) agus LGBT+ Ireland. Cuireadh léargais i láthair ar na hathruithe is gá a dhéanamh ionas gur féidir le Stát na hÉireann an leibhéal cosanta agus dínite a sholáthar a bhfuil iarratasóirí ar Chosaint Idirnáisiúnta LGBT+ ina dteideal faoin dlí idirnáisiúnta.

Ag an gCruinniú Ginearálta Bliantúil an 29 Aibreán 2024, aithníodh taighde, infheictheacht, polasaí, tacaíochtaí agus leathnú an Chláir LGBT+ Ally laistigh den Ollscoil mar thosaíochtaí don Líonra don bhliain atá le teacht.

Ardú Bliantúil na Brataí LGBT+ in Ollscoil na Gaillimhe, Lúnasa 2023.



Comhionannas, Éagsúlacht agus Cuimsiú – Tuarascáil Bhliantúil 2023–24 | 36

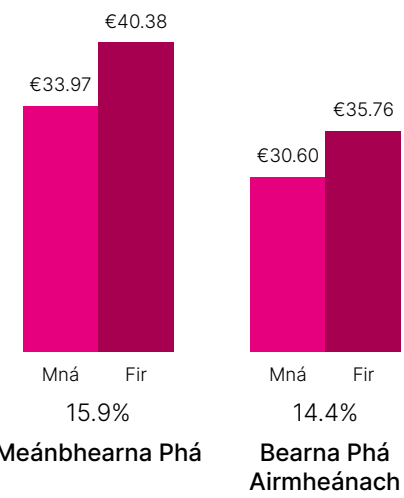
Tuarascáil ar an mBearna Phá idir na hInscní 2024

Sonraítear i bPlean Straitéiseach na hOllscoile 2020-2025 go bhfuilimid tiomanta do laghdú suntasach a dhéanamh ar an GPG agus sa chomhthéacs seo tá an bhearna phá idir na hinscní á ríomh agus á tuairisciú ag Ollscoil na Gaillimhe ó 2019 le sonraí bonnlíne ó 2018, i bhfad chun tosaigh ar an gceanglas reatha reachtaíochta sin a dhéanamh.

Léiríonn sonraí GPG 2024 feabhas beag thar an tréimhse seo ó mheánbhearna phá 20% in 2018 go 15.9% GPG ar an meán in 2024 cé nach bhfuil an líne i gcónaí díreach bliain ar bhliain.

Meánbhearna Phá	Bearna Phá Airmheánach
2024 = 15.9%	2024 = 14.4%
2023 = 18.4%	2023 = 17.4%
2022 = 18.6%	2022 = 15.5%
2021 = 18.0%	2021 = 10.9%
2020 = 17.9%	2020 = 12.0%
2019 = 17.9%	2019 = 12.0%
2018 = 20.0%	2018 = 18.4%

An Bhearna Phá idir na hInscní 2018–24



Catagóir	Meánbhearna Phá	Bearna Phá Airmheánach
Páirtaimseartha	36.5%	8.9%
Sealadach	5.1%	1.5%

Príomhthorthaí

In 2024, bunaithe ar fhoireann de 2,862 san eagraíocht; tugann an mheánbhearna phá 15.9% idir na hinscní le fios go bhfuil difear 15.9% sa mheánphá d’fhir agus do mhná in aghaidh na huaire agus é curtha in iúl mar chéatadán den mheánphá in aghaidh na huaire d’fhir beag beann ar nádúr na hoibre, ar an ról nó ar shinsearach. Is é 14.4% an bhearna phá airmheánach a thugann le tuiscint go dtuilleann bean san Ollscoil 85.6c in aghaidh gach €1 a thuilleann fear.

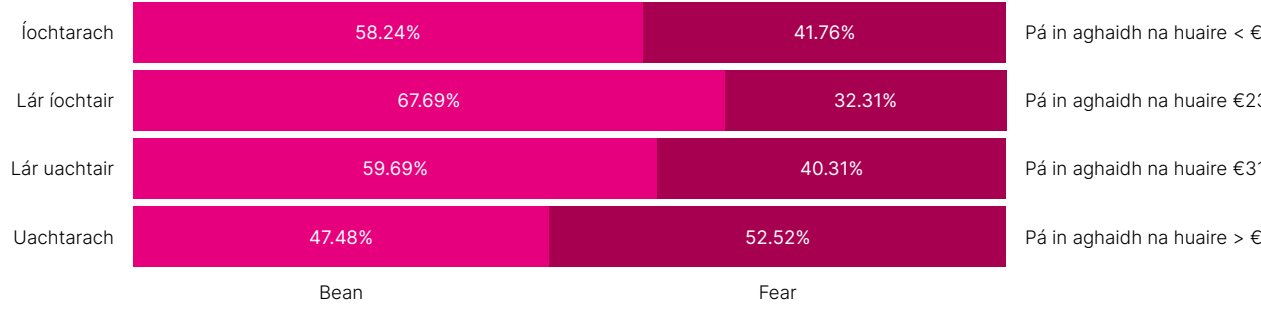
Léiríonn an tábla thíos go bhfuil an GPG níos soiléire sa chatagóir acadúil foirne (meán 20%) rud a léiríonn ionadaíocht na bhfear agus na mban sna gráid acadúla shinsearacha. I gcodarsnacht leis sin, is iad na gráid foirne Ghairmiúla, Bhainistíochta agus Tacaíochta (PMS) is mó a chuireann leis an GPG meánach. Léiríonn na sonraí GPG d’fhoireann PMS gur mó an seans go mbeidh gráid níos airde ag fir, cé go bhfuil i bhfad níos mó ban sa chatagóir foirne seo. Léiríonn sé seo gurb í an phríomhcheist ná an easpa soghluaisteachta aníos do gach comhalta foirne PMS. I gcás na foirne taighde, is é 4.5% an mheánbhearna phá, agus is é 3% an t-airmheán.

Catagóir	GPG Meánach	GPG Airmheánach	Líon Foirne
Ollscoil na Gaillimhe	15.9%	14.4%	2,862
Acadúil	20.0%	5.3%	1,013
PMS	11.9%	14.8%	1,066
Taighde	4.5%	3.0%	783

Léiríonn na sonraí ar fhostaithe fireanna agus bainearna a bhfuil ionadaíocht acu i ngach ceann de na ceithre cheathairíl phá an comhréir níos airde d’fhoireann na mban sa Mheáncheathairíl Íochtarach (67.7%) i gcomparáid le comhréir iomlán na mban san Ollscoil (58.3%). Os a choinne sin, níl an oiread ban sa cheathairíl Uachtarach (47.5%), agus is meascán d’ionadaíocht na mban sa dá cheathairíl phá sin atá ag tiomáint an GPG in Ollscoil na Gaillimhe.

Tá sé seo mórán mar a chéile le sonraí na mblianta roimhe seo ach go bhfuil feabhas beag le feiceáil i sonraí 2024 ó thaobh céatadán na mban sa cheathairíl phá Uachtarach ar fud na hInstitiúide (47.48%) agus léirítear é seo sa mheán GPG laghdaithe ó 18.4% in 2023 go 15.96% in 2024.

Comhréir na bhFostaithe i ngach Ceathairíl (2024)



Aithnítear san Ollscoil gur dúshlán suntasach é an GPG a laghdú, mar is léir ón ráta athraithe measartha mall ó 2018 i leith. Is eol go maith go bhfuil cúlra casta ag an scéal seo san ollscoil rud atá le sonrú i bpróifíl agus i ndáileadh na bhfear agus na mban ar fud na hInstitiúide agus inár mbearna phá idir na hinscní. Sa chomhthéacs seo, táimid tiomanta d’aghaidh a thabhairt ar an GPG agus aithnímid go mbeidh gá le gníomhaíocht leanúnach thar thréimhse níos faide chun laghdú suntasach a bhaint amach.

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



Sa phictiúr ag Gradam Michael McDonagh do Shármhaitheas Lucht Tacaíochta Phobal Taistealaithe na hÉireann, 2024 – ó chlé: An Dr Helen Maher, Mary Ward Moriarty, Anne-Marie Stokes, Imelda Byrne, Nell McDonagh agus Laura McDonagh.

Gradam Michael McDonagh do Shármhaitheas Lucht Tacaíochta Phobal Taistealaithe na hÉireann

Bronnadh Gradam Michael McDonagh do Shármhaitheas Lucht Tacaíochta Phobal Taistealaithe na hÉireann, 2024 ar Imelda Byrne, Ceannasaí an Ionaíocht Rochtana. Aithníonn an gradam sáiríochtaí Imelda, a bhfuil ceannaireacht léirithe aici maidir le tábhacht stair agus cultúr Thaistealaithe na hÉireann, rannpháirtíocht iomlán Thaistealaithe na hÉireann san oideachas, agus cearta daonna Thaistealaithe na hÉireann a chur chun cinn.

Gradaim Dhéan CMNHS

Déanann Gradaim Dhéan Choláiste an Leighis, an Altranais agus na nEolaíochtaí Sláinte (CMNHS) ceiliúradh agus aitheantas ar shárobair agus ar sháréachtaí na foirne acadúla, taighde, riaracháin agus teicniúla ar fud an Choláiste, rud a chothaíonn cultúr tuisceana agus aitheantais.

Buaiteoirí Ghradaim Dhéan CMNHS 2024

- Comhionannas, Éagsúlacht agus Cuimsiú: Katherine Pigott
- Idirnáisiúnú: Sharon Glynn
- Teagasc agus Foghlaim: Bushra Karim
- Taighde, Nuálaíocht agus Staidéar Iarchéime: Collette Kelly
- Meantóireacht agus Forbairt Foirne: Tim O'Brien
- Rannpháirtíocht: Martha Killilea





Sprioc 2.

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

Ionadaíocht na mBan i Róil Shinsearacha Acadúla agus Cheannaireachta

Gníomh tosaíochta i straitéis EDI 2020–25 is ea an GEAP a chur i bhfeidhm chun comhionannas a bhaint amach agus chun gannionadaíocht na mban i róil shinsearacha acadúla agus cheannaireachta a cheartú. Mar a sonraíodh ní ba thúisce faoin dul chun cinn ar chomhionannas inscne, tá an-dul chun cinn déanta ó thosaigh an Ollscoil ag cur GEAPanna i bhfeidhm in 2016 agus tá feabhas mór tagtha ar líon na mban i róil shinsearacha san Ollscoil.

Beidh an bhéim as seo amach ar an dul chun cinn sa réimse seo a chothú agus a mhéadú nuair is féidir.

Líon na mBan i bPoist Shinsearacha Acadúla agus Cheannaireachta (2015/16–2023/24)

Grád	% Ban 2015/16	% Ban 2023/24
Léachtóir Sinsearach	33%	48%
Ollamh Pearsanta	10%	33%
Ollamh Bunaithe	11%	20%
Rúnaí Cúnta	67%	53%
Rúnaí / Comhrúnaí	23%	42%



Lá Idirnáisiúnta na mBan 2024

Rinne Ollscoil na Gaillimhe ceiliúradh ar Lá Idirnáisiúnta na mBan le sraith imeachtaí ar feadh seachtaine.

Reáchtáil an OVPEDI agallamh an-chumhachtach leis an Dr Katriona O'Sullivan, údar an leabhair cuimhní cinn is mó díol 'Poor'. I gcomhrá leis an Leas-Uachtarán Comhionannais, Éagsúlachta agus Cuimsithe, an Dr Helen Maher, labhair Katriona ar a taithí féin agus í ag éirí aníos beo bocht, agus rinne sí cur síos ar an gcor a tháinig ina saol mar gheall ar chúiseanna struchtúracha agus ar dhaoine aonair. Tugadh le fios an tionchar ollmhór a bhíonn ag oideachasóirí agus ag daoine údarásacha ar mheon agus ar fhéinmhuinín an duine.

Is iomaí gníomhaíocht a rinneadh i rith na seachtaine ar fud na hOllscoile, ó phlé ar thaithí na mban sna Críocha Palaistíneacha go comhráite faoi fhreagrachtaí cúraim. Sna seisiúin ar chothromaíocht oibre-saoil agus mná i róil cheannaireachta pléadh téamaí forbartha gairmiúla, agus cuireadh deiseanna líonraithe ar fáil trí mhaidíneacha caife éagsúla, chomh maith le ceiliúradh ar chomóradh dhá bhliain déag de Líonra Ban na hOllscoile (UWN). Anuas air sin, bhí imeachtaí dírithe ar mhná sna réimsí STEM, lena n-áirítear gairmeacha sa Ríomhaireacht Ardfeidhmíochta agus san innealtóireacht, agus cuireadh críoch leis an gclár le plé ar fhoréigean inscne-bhunaithe agus ar imirce níos déanaí i mí an Mhárta.



An Dr Katriona O'Sullivan, údar 'Poor', sa ghrianghraf leis an Uachtarán agus foireann OVPEDI (ó chlé): Owen Ward, Margaret Forde, Niamh Kavanagh, an Dr Laura Loftus, an Dr Katriona O'Sullivan, an tUachtarán, an tOllamh Ciarán Ó hÓgartaigh, an Dr Helen Maher, Aoife Cooke, Niamh Gallagher.

Imeachtaí Lá Idirnáisiúnta na mBan 2024 in Ollscoil na Gaillimhe	
4 Márta	I gcomhrá le Katriona O'Sullivan, údar an leabhair Poor Oifig an Leas-Uachtaráin Comhionannais, Éagsúlachta agus Cuimsithe An Gnáthshaol faoi Fhorghabháil: Eispéireas na mBan sna Críocha Pailistíneacha Ionad Léann Domhanda na mBan, Ceann Disciplín an Léinn Inscne agus Ban, Scoil na hEolaíochta Polaitiúla agus na Socheolaíochta
5 Márta	Comhrá Faoi Chúram Coláiste na nDán, na nEolaíochtaí Sóisialta agus an Léinn Cheiltigh Maidin chaife – fáilte roimh chách An Institiúid Eolaíochta Sonraí
7 Márta	Plé ar Chothromaíocht Oibre-Saoil agus bolgam tae Coláiste an Leighis, an Altranais agus na nEolaíochtaí Sláinte
8 Márta	Mná i mbun Ceannaireachta: Léargas Macánta ó Acadóirí Scoil an Ghnó Scoil an Ghnó agus na hEacnamaíochta Maidin Chaife ag Ceiliúradh 12 bhliain Líonra na mBan Líonra Ban na hOllscoile Lá Idirnáisiúnta na mBan: 'Muintearas' leis an Mol Smaointe An Mol Smaointe Gairmeacha i Ríomhaireacht Ardfeidhmíochta Ionad Ríomhaireachta Ardleibhéil na hÉireann (ICHEC)
9 Márta	Painéal na mBan san Innealtóireacht ag an Lá Oscailte Scoil na hInnealtóireachta
22 Márta	An Tionscadal Foréigean Inscne-Bhunaithe agus Imirce An tIonad do Léann Domhanda na mBan

Rannpháirtíocht na Mac Léinn a Leathnú

I mí na Bealtaine 2024, rinne Ionad Rochtana Ollscoil na Gaillimhe ceiliúradh ar éacht mhór, is é sin Cláir Rochtana a bheith á dtairiscint acu ar feadh 25 bliain. Ó bunaíodh an tIonad in 1999, bhí ról ríthábhachtach ag na cláir seo maidir le tacú le mic léinn ó chúirí faoi ghannionadaíocht chun dul ar aghaidh chuig fochéim lánaimseartha in Ollscoil na Gaillimhe. Chun an éacht thábhachtach seo a chomóradh, reáchtáladh sraith imeachtaí ar an gcampas, lena n-áirítear seoladh na **Tuarascála maidir le Rannpháirtíocht a Leathnú 2022–23**, plé painéil le mic léinn an Chláir Rochtana a bhain céim amach le déanaí, athbhreithniú 25 bliain ón bhfoireann a bhí páirteach sa chlár ó cuireadh tús leis, beárbaiciú alumní Rochtana, agus plaic chomórtha in Áras Uí Chathail a rinne Méara Chathair na Gaillimhe, an Comhairleoir Eddie Hoare a nochtadh.

Forbairt mhór ar an gclár le blianta beaga anuas is ea comhpháirtíocht an Ionaid Rochtana le Grant Thornton, mar atá modúl meantóireachta gairmiúil á thairiscint do mhic léinn atá ag déanamh staidéir ar ábhair ghnó ar an gclár rochtana. In 2023–24, chuaigh Medtronic i gcomhpháirtíocht leis an Ionad Rochtana chomh maith chun meantóireacht ghairmiúil a sholáthar do mhic léinn atá ag déanamh staidéir ar ábhair eolaíochta ar an gclár.

Ag teacht le samhail shaolré an mhic léinn mar atá leagtha amach ag an Ionad Rochtana maidir le rannpháirtíocht a leathnú, cuireadh roinnt tionscnamh leathnaithe rannpháirtíochta ar fáil in 2023/24 chomh maith i mbunscoileanna agus in iar-bhunscoileanna an réigiúin. Áiríodh leis seo: clár bunscoileanna Uni4U an Ionaid Rochtana, a leathnaíodh go breis agus 200 dalta i rang a sé i gcúig bhunscoil DEIS agus bunscoileanna nasctha i gCathair na Gaillimhe; rinneadh leathnú breise ar chlár Uni4U an Ionaid Rochtana, a d'oibrigh le breis agus 28 iar-bhunscoil DEIS agus sé iar-bhunscoil nach scoileanna DEIS iad, rud a d'fhág go raibh tionchar ag an gclár ar níos mó ná 2,131 dalta; leathnaíodh clár Grinds4Minceirs an Ionaid Rochtana, a chuireann teagasc breise saor in aisce ar fáil do dhaltaí Phobal Taistealaithe na hÉireann agus do dhaltaí Romacha, agus anois tá tacaíocht acadúil á cur ar fáil do 14 dalta.

Ag leibhéal iar-iontrála, bhí tacaíocht airgeadais fós ar fáil do mhic léinn, go háirithe tríd an gCiste Cúnaimh Airgeadais (FAF) agus sparánachtaí agus scoláireachtaí breise. In 2023/24 bhain beagnach 1,550 mac léinn san iomlán leas as an maoiniú Tástála Maoine, Cruatain Éigeandála, agus HEAR/Rochtana den Chiste Cúnaimh Airgeadais.



Ceiliúradh 25 Bliain an Ionaid Rochtana, Bealtaine 2024.

Chuir an tIonad Rochtana maoiniú ar fáil do 107 mac léinn ó ghrúpaí faoi ghannionadaíocht trí Chiste Sparánachta 1916 an Chláir Rochtana ar Ardoideachas (PATH 2) de chuid an Údaráis um Ard-Oideachas (ÚAO). Mar seo a leanas a leithdháileadh an maoiniú:

- Bronnadh €5000 in aghaidh na bliana ar 36 mac léinn ar feadh ré a gcuid staidéir.
- Bronnadh €2000 in aghaidh na bliana ar 18 mhac léinn ar feadh ré a gcuid staidéir.
- Bronnadh íocaíochtaí aon uaire €1,500 ar 53 mac léinn.

A bhuí le síntiús flaithiúil ón déantúsóir áitiúil Hygeia, fógraíodh an chéad duine ar ar bronnadh Scoláireacht Hygeia in 2023/24. Dírithe ar mhic léinn atá faoi mhíbhuntáiste socheacnamaíoch, cuireann an chomhpháirtíocht leanúnach seo idir Hygeia agus Ollscoil na Gaillimhe scoláireacht €4,000 in aghaidh na bliana ar fáil ar feadh thréimhse staidéir fochéime an mhic léinn, chomh maith le deis intéirneachta agus socrúcháin. In 2023/24 freisin, fuarthas síntiús flaithiúil eile ó Bhan na hÉireann tríd an gciste do Thaistealaithe na hÉireann agus an ciste do mhic léinn a bhfuil taithí acu ar chúram, a chuir tacaíocht airgeadais ar fáil do mhic léinn de chuid Phobal Taistealaithe na hÉireann agus do mhic léinn i seirbhís iarchúraim TUSLA.

Príomhghrúpa tosaíochta i bPlean Náisiúnta an ÚAO um Chothromas Rochtana ar Ardoideachas 2022–28, is ea mic léinn faoi mhíchumas lena n-áirítear mic léinn faoi mhíchumas intleachtúil (ÚAO, 2022, lch 52). I mí Eanáir 2024, bronnadh maoiniú ar Ollscoil na Gaillimhe trí Chéim 2 de PATH 4 chun clár oideachais a fhorbairt do mhic léinn faoi mhíchumas intleachtúil. In 2024–25, tabharfaidh an Clár nua Cumas eispéireas foghlama lánaimseartha cuimsitheach do mhic léinn faoi mhíchumas intleachtúil, ag meascadh gníomhaíochtaí sóisialta, ranganna acadúla, agus socrúcháin oibre chun cur le forbairt phearsanta agus le hionchais fostaíochta araon.

Líon iomlán na mac léinn a tháinig isteach trí bhealaí iontrála leathnaithe rannpháirtíochta (2023)

Mic léinn		
Fiúntas HEAR	94	FET Breisoideachas agus Oiliúint
Tacaíocht HEAR	67	
Fiúntas DARE	225	HEAR Bealach Rochtana ar Ardoideachas
Tacaíocht DARE	136	
Bonnstaidéar	10	DARE Bealach Rochtana ar Oideachas do Dhaoine faoi Mhíchumas
Mic Léinn Bhreisoideachais agus Oiliúna	107	
Mic Léinn Lánfhásta	70	Fondúireacht/Rochtain do lucht fágála scoile agus Rochtain Lánfhásta Mic Léinn an Dioplóma sa Bhonnstaidéar
Rochtain do Mhic Léinn Lánfhásta	19	
Rochtain do Lucht Fágála Scoile	21	Lánfhásta Mic léinn a tháinig isteach tríd an mbealach iontrála sainiúil do mhic léinn lánfhásta
Iomlán	752	

Céimithe an Mhodúil Rannpháirtíochta Gairmiúla (PEM), an tIonad Rochtana 2023–24, in éineacht le comhpháirtithe an mhodúil Grant Thornton agus Medtronic.



Comhionannas, Éagsúlacht agus Cuimsiú – Tuarascáil Bhliantúil 2023–24

An Chairt ALTITUDE don Dearadh Uilíoch san Oideachas

I Márta 2024, seoladh **Cairt ALTITUDE** don Dearadh Uilíoch san Oideachas, i ndiaidh tionscadal comhairliúcháin bliana faoi stiúir ATU, i gcomhar le hOllscoil na Gaillimhe, UCD agus MTU, agus an príomh-chomhoibri náisiúnta **AHEAD**. Is comhoibriú leathan trasearnála é an Tionscadal ALTITUDE arna mhaoiniú ag an ÚAO faoi **PATH 4** agus tá sé ghníomhaireacht náisiúnta rannpháirteach, cúig cinn déag d'Institiúidí Ardoideachais agus seisear ionadaithe ó Bhoird Oideachais agus Oiliúna.

Cuireann an Chairt treochlár ar fáil do chur i bhfeidhm córasach an **Dearaidh Uilíoch** bunaithe ar cheithre philéar: Foghlaim, Teagasc agus Measúnú; Tacaíochtaí, Seirbhísí agus Rannpháirtíocht Shóisialta, an Timpeallacht Fhisiciúil; agus an Timpeallacht Dhigiteach. Tá sé bunaithe ar rannpháirtíocht leathan leis na páirtithe leasmhara uile san oideachas tríú leibhéal, lena n-áirítear foghlaimeoirí, comhaltaí foirne, ceannairí sinsearach, gníomhaireachtaí náisiúnta agus comhlachtaí maoinithe, agus grúpaí ionadaíocha náisiúnta.

Féachann fíis an tionscadail ar thodhchaí san oideachas tríú leibhéal ina 'gcuimsítear gach foghlaimeoir go claochlaitheach trí dhearadh uilíoch san oideachas', agus as sin faightear an t-ainm ALTITUDE. Tá sé mar aidhm aige tacaíocht agus spreagadh a thabhairt d'Institiúidí Ardoideachais agus Boird Oiliúna agus Oideachais chun dul chun cinn inbhuanaithe a dhéanamh i dtreo cur chuige UD a leabú go córasach a chuireann éagsúlacht dhaonna i gcroílár dhearadh an oideachais tríú leibhéal, agus a chothaíonn rathúlacht do gach foghlaimeoir.



Cairt Ómóis

Thug an Dr Rachel Hilliard agus an Dr Shivaun Quinlivan, in éineacht leis an Ollamh Lucy-Ann Buckley, an Dr Deirdre Halloran, an Dr Níloufar Omidí, an Dr Annabel Egan agus Sandra Roe faoi thionscadal taighde cuimsitheach maidir le meas a dhaingniú in Ollscoil na Gaillimhe. Bhí sé mar aidhm leis an tionscadal tuiscint a fháil ar an gciall a bhaineann pobal na hollscoile as meas, breithiúnas a thabhairt ar an gcomhthéacs reatha, agus Cairt Ómóis a chruthú.

Bailíodh sonraí trí shuirbhéanna agus ceardlanna le 246 rannpháirtí as 14 aonad ollscoile, idir fhoireann agus mhic léinn. Léirigh an taighde go raibh daoine ar aon intinn faoi ghnéithe tábhachtacha: tá ómós saothraithe ag cách, ba chóir go mbeadh sé frithpháirteach, agus ciallaíonn sé caitheamh go cothrom le gach duine. D'aontaigh 95% go bhfuil gach duine freagrach as cultúr ómóis a fhorbairt. Leag na príomhthorthaí béim ar imní faoi dhímheas institiúideach, sibhialacht san ionad oibre, agus dinimic chumhachta laistigh den struchtúr céimlathach.

Gealltar sa Chairt Ómóis ollscoil mheasúil a fhorbairt bunaithe ar iontaobhas. Cuirtear síos ar fhreagrachtaí aonair (amhail caitheamh le daoine eile le cineáltas agus le cúirtéis) agus gealltanais institiúideacha (lena n-áirítear ómós a chur chun cinn mar luach agus aghaidh a thabhairt ar sháruithe ar ghealltanais urraim).

I measc na bpríomh-mholtaí atá le cur i bhfeidhm tá:

- Aonaid chun pleananna neadaithe áitiúla a aithint trí phleanáil straitéiseach.
- Foireann Bainistíochta na hOllscoile chun ceannaireacht a sholáthar trí mhachnamh a dhéanamh ar a gcultúr ómóis.
- Treoir a fhorbairt maidir le hómós a chur i bhfeidhm laistigh d'aonaid.
- Cláir oiliúna do bhainistíú ómósach agus idirghabháil an tslua.
- Ómós a leabú sna próisis d'Fheidhmíocht Fhorásach agus earcaíocht.
- Measúnú rialta ar chultúr trí thomhas trédhearcach.
- Teagmháil bhreise le pobal na mac léinn chun cur chuige ar leith a fhorbairt.
- Ómós a leabú i bpolasaithe agus i nósanna imeachta atá ann cheana.
- Próisis láidre, shoiléire agus inúsáidte chun dul i ngleic le hiompar dímheasúil go leanúnach.

Cheadaigh Údarás na hOllscoile an Chairt Ómóis i mí an Mheithimh 2024. Fágann sé seo go bhfuil Ollscoil na Gaillimhe ina ceannródaí san earnáil, agus í ar an gcéad Institiúid Ardoideachais in Éirinn a d'fhorbair Cairt chuimsitheach Ómóis, rud a thacaíonn lena tiomantas a bheith ina hInstitiúid atá bunaithe ar luachanna.



Sprioc 3.

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

Tionscadail Chiste Feabhsúcháin Comhionannais Inscne an Údaráis um Ard-Oideachas

Ag tabhairt aghaidh ar an mBearna Phá idir na hInscní in Ardoideachas na hÉireann

Rinne Ciste Feabhsúcháin Comhionannais Inscne an ÚAO maoiniú ar an tionscadal seo in 2023. Faoi cheannas Ollscoil na Gaillimhe déanann an tionscadal anailís ar na príomhthorthaí maidir leis an mBearna Phá idir na hInscní (GPG) in Institiúidí Ardoideachais, ag tarraingt ar shonraí GPG 2022 agus ar léargais ó roinnt Institiúidí Ardoideachais in Éirinn agus sa Ríocht Aontaithe.

Tá 3 chéim ar leith sa tionscadal:

- 1

Fianaise: Taighde agus Anailís
- 2

Idirghabháil: Múnlaitheoir Idirghníomhach a Chruthú
- 3

Scaipeadh: Foghlaim Chomhroinnte

Céim 1: Fianaise: Taighde agus Anailís

Áit a n-aithnítear agus a ndéantar anailís ar phatrúin laistigh den GPG in Institiúidí Ardoideachais na hÉireann agus fiosraítear na príomhthiománaithe agus na hidirghabhálacha a tugadh isteach chun an bhearna a dhúnadh.

Le linn na céime seo, chuir cuid d'fhoireann EDI Ollscoil na Gaillimhe i láthair an chéad staidéar cuimsitheach, ilbhliantúil ar an GPG in institiúid ardoideachais amháin in Éirinn. Dirítear go háirithe ar thuarascáil GPG na Gaillimhe 2022, agus ag an am céanna cuirtear béim ar threochtaí agus ar an méid a foghlaimíodh ó shonraí na mblianta roimhe sin le cohóirt foirne imdhealaithe, agus tugtar sonraí ar an meán agus meánach GPG a chuirtear ar fáil do gach cohórt.

Leag an chéim thaighde seo síos príomhthiománaithe an GPG in Institiúidí Ardoideachais na hÉireann ag aithint agus ag measúnú tionchar na n-idirghabhálacha ar leibhéal náisiúnta agus idirnáisiúnta. I measc na n-aschur tá moltaí maidir le sonraí breise, anailís agus riachtanais tuairiscithe chun léargais níos bríomhara a sholáthar ar chúiseanna na GPGanna in Institiúidí Ardoideachais na hÉireann.

Tá torthaí an staidéir foilsithe in Administrative Sciences ([mdpi.com](https://www.mdpi.com)).

Príomhthorthaí ar chéim an Taighde

Bhí an meán GPG sna hollscoileanna IUA sa raon ó 5% go 18.6% agus bhí an GPG airmheánach idir 10% agus 24.1%. Ba léir na torthaí céanna sna hOllscoileanna Teicneolaíochta.

Bhí trí phatrún le sonrú i dtiománaithe na bearna pá idir na hinscní in Ollscoileanna an IUA as an anailís a sholáthair léargais luachmhara:

- 1. Ollscoileanna a bhfuil meán airmheánach < acu.
- 2. Ollscoileanna a bhfuil meán airmheánach > acu.
- 3. Ollscoileanna a bhfuil meán agus airmheán an-chosúil lena chéile acu.

Bhreathnaigh an anailís ar ionadaíocht na foirne de réir inscne i ngach ceann de na ceathairleanna pá i gcomparáid le próifíl inscne iomlán na hOllscoile. D'ainneoin raon leathan sa GPG sna hOllscoileanna, agus in ainneoin comhréir níos mó ban ar an iomlán i mbeagnach gach Ollscoil, tá tearcionadaíocht ar mhná sa cheathairl tuarastail uachtarach (R4) i ngach Ollscoil agus is dóichí ná a mhalairt go mbeidh ró-ionadaíocht orthu i ngach Ollscoil sna ceathairleanna íochtair (R1 & R2) le héagsúlacht bheag sna hinstitiúidí. Bhreathnaigh an anailís freisin ar ionadaíocht na mban atá ina lán-ollúna agus an céatadán den chatagóir foirne acadúla laistigh de phróifíl iomlán na foirne do gach Ollscoil. D'ainneoin méadú ar chomhréir na mban atá ina lán-ollúna ó 19% in 2013 go 30.8% in 2022 (ÚAO 2023), tá tearcionadaíocht na mban atá ina lán-ollúna ina príomhspreagadh ag an GPG in Ollscoileanna na hÉireann.

Céim 2: Idirghabháil: Múnlaitheoir Idirghníomhach a Chruthú

Tá obair ar siúl faoi láthair chun múnlaitheoir idirghníomhach a chruthú a úsáidfear chun na modhanna is éifeachtaí a aithint chun GPG a laghdú in Institiúidí Ardoideachais na hÉireann.

Céim 3: Scaipeadh: Foghlaim Chomhroinnte

Críochnófar Céim 3 in 2025 agus an tionscadal á tabhairt chun críche le seimineár, ina dtabharfar mionsonraí ar thorthaí chéim thaighde an tionscadail seo, agus ina dtaispeánfar cuspóir agus feidhmiúlacht an mhúnlaitheora idirghníomhaigh chun na modhanna is éifeachtaí a aithint chun laghdú a dhéanamh ar an GPG in Institiúidí Ardoideachais na hÉireann.

PROMOTE

Tá sé mar aidhm ag PROMOTE tacú le comhionannas inscne agus le dul chun cinn gairme do thaighdeoirí ban luathghairme, trí líonra foghlama náisiúnta a fhorbairt a thacaíonn le harduithe céime, le foilsiú agus le híocaíocht ban i dtaighde sna disciplíní acadúla go léir.

Chruthaigh an tionscadal stór ar líne do bhaill amháin, stór atá criptithe ar fóram líonraithe agus malartaithe eolais é do thaighdeoirí/acadóirí ban luathghairme in Institiúidí Ardoideachais na hÉireann, trí smaointe agus aiseolas a sholáthar ar fhorbairt (agus ina dhiaidh sin ar fheabhsú) an ardáin oiliúna/líonraithe agus na n-imeachtaí oiliúna/líonraithe. Is iad na hInstitiúidí Ardoideachais atá i gceist ná Ollscoil Mhá Nuad (i gceannas), Ollscoil Luimnigh, Ollscoil Teicneolaíochta an Oirdheiscirt, Ollscoil Teicneolaíochta na Mumhan, chomh maith le tacaíocht ó Ollscoil Chathair Bhaile Átha Cliath, Coláiste na hOllscoile, Corcaigh agus Ollscoil na Gaillimhe.

Níos láidre le chéile? Meastóireacht ar chlár forbartha aoninscne vs clár mheasctha cheannaireachta in Institiúidí Ardoideachais

Scrúdaíonn an tionscadal taighde seo éifeachtúlacht na gclár forbartha ceannaireachta, agus an gcabhraíonn siad le mná agus iad ag tabhairt faoi ról shinsearach acadúla in Institiúidí Ardoideachais nó nach gcabhraíonn. Scrúdaíonn agus luachálann na comhpháirtithe: (1) an bhfuil buntáiste inléirithe ag clár cheannaireachta (mná amháin vs. inscne mheasctha) do mhná agus iad ar thóir ról cheannaireachta in Institiúidí Ardoideachais; (2) an bhfuil éifeachtacht dhifriúil idir na cláir seo d'acadóirí ban; (3) agus déantar moltaí maidir le dearadh clár forbartha ceannaireachta uile-chuimsitheach a chuimseoidh mná agus grúpaí eile, ag gach leibhéal san Ardoideachas. Díreofar sna torthaí ar ghníomhaíochtaí sonracha is féidir le hinstitiúidí ardoideachais a dhéanamh chun cabhrú lena gcláir oiliúna féin a mheas agus a athdhearadh i dtéarmaí cuimsitheachta, éifeachtúlachta agus luach institiúideach.

Fir a spreagadh le comhionannas inscne a fhorbairt – clár píolótach a fhorbairt in Institiúidí Ardoideachais na hÉireann

Aithnítear nach féidir le mná – ag gníomhú astu féin – comhionannas inscne a bhaint amach. Faoi cheannas MTU, bhí sé mar aidhm leis an tionscadal seo sainchlár a chruthú d'Institiúidí Ardoideachais na hÉireann chun a chur ar a súile d'fhir go bhfuil ról tábhachtach acu agus go bhfuil gá lena rannpháirtíocht chun comhionannas inscne a bhaint amach. Is minic a luaitear rannpháirtíocht na bhfear a fheabhsú in obair comhionannais inscne agus luaitear an clár oibre EDI níos leithne i bpleananna gnímh comhionannais inscne go minic, ach is annamh a fhéachtar go grinn air i bpolasaithe agus i bpleananna comhionannais inscne in eagraíochtaí. Mar thoradh air sin, tá stoc comhdhlúite eolais agus sraith cleachtas tagarmharcála fós in easnamh sna hinstitiúidí ardoideachais. Tabharfaidh an clár na huirlisí is gá d'fhir chun a rannpháirtíocht i gcomhionannas inscne a dhoimhniú.





Grúpa Coimbra

Is í an Bainisteoir Cláir EDI do Chomhionannas Inscne ionadaí Ollscoil na Gaillimhe ar **Ghrúpa Oibre Comhionannais agus Éagsúlachta** Ghrúpa Coimbra.

Is comhlachas é Coimbra d'ollscoileanna cuimsitheacha, ildisciplíneacha san Eoraip a bhfuil ardstádas idirnáisiúnta acu. Tá na hollscoileanna seo ag iarraidh naisc speisialta acadúla agus chultúrtha a chruthú, ar mhaithe lena mbaill, chun idirnáisiúnú, comhoibriú acadúil, feabhas san fhoghlaím, sa taighde agus sa tseirbhís don phobal a chur chun cinn. Tá sé mar aidhm ag an nGrúpa freisin tionchar a imirt ar pholasaí oideachais agus taighde na hEorpa agus dea-chleachtas a fhorbairt trí chómhalartú taithí. Cuireann an Grúpa Oibre Comhionannais agus Éagsúlachta tacaíocht ar fáil d'Ollscoileanna Ghrúpa Coimbra sna réimsí seo a leanas: oideachas cuimsitheach agus ceannaireacht, comhionannas idir fir agus mná, éagsúlacht agus trasnachas.

Rinne an Bainisteoir Cláir EDI do Chomhionannas Inscne cur i láthair freisin le Grúpa Coimbra ar obair Chomhionannas Inscne Ollscoil na Gaillimhe ag Comhdháil Erasmus in Seville i mí Aibreáin 2024.



Ionadaithe Ghrúpa Coimbra ag Comhdháil Erasmus+, Seville, Aibreán 2024.



Comhionannas, Éagsúlacht agus Cuimsiú – Tuarascáil Bhliantúil 2023–24



Sprioc 4.

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

Seachtain Frithchiníochais Nelson Mandela

Bhí Seachtain Frithchiníochais Nelson Mandela ar siúl ar an gcampas ón 19 – 25 Márta 2024. Tá oidhreacht, crógacht agus dianseasmhacht Nelson Mandela sa chomhrac in aghaidh an chiníochais agus an leatroim le linn na cinedheighilte, agus an chaoi ar chuir sé an neamhchiníochas, an neamhghnéasachas, an tsíocháin agus an t-athmhuintearas chun cinn san Afraic Theas i ndiaidh na cinedheighilte, ina inspioráid do gach duine a shamhlaíonn fíís do shochaí chomhionann. Ag tógáil ar an rath a bhí ar Sheachtain Frithchiníochais Nelson Mandela 2023, bhí sé mar aidhm ag an tseachtain imeachtaí in 2024 feacht a ardú, muintearas a chur chun cinn agus teacht le fíís Nelson Mandela. Agus é seo mar phointe tosaigh, thug an clár imeachtaí freagra freisin ar an tírdhreach geopholaitiúil reatha agus ar na hainghníomhartha i ndáil le cearta daonna atá feicthe againn in go leor áiteanna ar fud an domhain sa lá atá inniu ann. Dearadh na himeachtaí le bheith machnamhach agus idirghníomhach, agus chun éascaíocht a dhéanamh ar phlé, foghlaim agus rannpháirtíocht le raon leathan saincheisteanna a bhaineann le cine, eitneachas, frithchiníochas, cearta an duine agus ceartas sóisialta. Chuimsigh an clár imeachtaí gníomhaíochtaí faoi stiúir na mac léinn agus na foirne lena n-áirítear seimineáir, oiliúint, ceardlanna, taispeántais agus imeachtaí agus gníomhaíochtaí cultúrtha.

Tá oidhreacht, crógacht agus dianseasmhacht Nelson Mandela sa chomhrac in aghaidh an chiníochais agus an leatroim le linn na cinedheighilte, agus an chaoi ar chuir sé an neamhchiníochas, an neamhghnéasachas, an tsíocháin agus an t-athmhuintearas chun cinn san Afraic Theas i ndiaidh na cinedheighilte, ina inspioráid do gach duine a shamhlaíonn fíís do shochaí chomhionann.

Is é Zak Moradi, ar iománaí agus údar Coirdíneach-Éireannach é a scríobh Life Begins in Leitrim, a rinne an tseachtain a sheoladh, agus bhí an clár seachtaine ar siúl ag an am céanna leis an Lá Idirnáisiúnta chun Idirhealú Ciníoch a Dhíothú, a dhéantar a cheiliúradh gach bliain ar an 21 Márta.

Rinneadh comóradh sa chlár chomh maith ar an 21 bliain atá caite ón uair a bhronn Ollscoil na Gaillimhe dochtúireacht oinigh ar Nelson Mandela in 2003. Rinne Ambasadóir na hAfraice Theas chun na hÉireann, Mabet van Rensburg, an lá stairiúil sin a chomóradh tríd an aitheasc tosaigh a thabhairt san Ollscoil Dé hAoine, an 22 Márta. Bhí plé painéil ina dhiaidh sin dar teideal ‘Strengthening Relations Between University of Galway and South Africa’.



Ag seoladh Sheachtain Frithchiníochais Nelson Mandela 2024 – Ó chlár: Tianming Yao, mac léinn PhD, Malik Thiam, mac léinn ar an mBaitsiléir Tráchtála, Uachtarán Ollscoil na Gaillimhe, an tOllamh Ciarán Ó hÓgartaigh, Zak Moradi, iománaí Coirdíneach-Éireannach agus údar Life Begins in Leitrim, an tOllamh Ciara Meehan, Déan na Mac Léinn, Ollscoil na Gaillimhe, agus Suad Mooge, Ceannaire agus Cóitseálaí Óige, Spórt i gCoinne Ciníochais.

Rinne an Ollscoil céad Scoláireacht Sár-Lúthchleasaí Tom Molineaux do mhic léinn ar de bhunadh mionlaigh eitnigh iad a sheoladh. Rugadh Tom Molineaux ina sclábhaí in 1785 agus bhain sé úsáid as an dornálaíocht chun a shaoirse a bhaint amach. Bhí clú agus cáil air go hidirnáisiúnta mar fhear mór spóirt sular cailleadh é, agus é beo bocht, i nGaillimh in 1818. Bhí taispeántas faoi shaol Tom oscailte don phobal i rith na seachtaine i bPlás Leabharlann Uí Argadáin, agus thaispeáin an Ollscoil clár faisnéise TG4, ‘Tom Molineaux – Crossing The Black Atlantic’.

I measc na gcainteoirí clúiteacha i rith na seachtaine, bhí an Dr Mads Gilbert a thug léacht dar teideal ‘Health Apartheid in Palestine’ an 19 Márta, agus Francesca Albanese agus Maha Abdallah a rinne plé ar an staid reatha in Gaza ag léacht dar teideal ‘Implications of South Africa’s Genocide Case at the International Court of Justice’ an 22 Márta.

Bhí roinnt imeachtaí á reáchtáil ar an gcampas i rith na seachtaine, agus áiríodh leo ceardlanna, taispeántais, ceolchoirmeacha beo, oiliúint comhionannais ciníocha, seisiúin idirghníomhacha, seimineáir agus plé painéil.

Seo a leanas cuid de na buaicphointí:

- Ceolchoirm leis an gCumann Ceolfhoirne, 20 Márta.
- Seimineár faoi Stát na hÉireann agus larratasóirí LGBT+ ar Chosaint Idirnáisiúnta, 21 Márta.
- Ceardlann ar Phobail a Nascadh: Pobail na Gaillimhe i gcoinne an Chiníochais agus an Idirhealaithe, 21 Márta.
- Léacht Ionad na hÉireann do Chearta an Duine: Implications of South Africa’s Genocide Case at the International Court of Justice, 22 Márta.
- Walk the Talk Galway: Siúlóid an Daingin, 23 Márta.
- Holi – Ceiliúradh na nDathanna, 24 Márta.



Baill an phainéil ag an bplé ar ‘Strengthening Relations Between University of Galway and South Africa’, 22 Márta 2024. Sa ghrianghraf ó chlár: An Dr Pat Morgan, Owen Ward, Duduzile Unathi Ndlovu, an Dr Helen Maher, an tAmbasadóir Mabet van Rensburg, Einne Curran, agus an Dr Su-Ming Khoo.

Bhí taispeántas faoi shaol Tom oscailte don phobal i rith na seachtaine i bPlás Leabharlann Uí Argadáin, agus thaispeáin an Ollscoil clár faisnéise TG4, ‘Tom Molineaux – Crossing The Black Atlantic’.

Seimineár Hibrideach ar Oideachas agus Spórt ar mhaithe le hInrochtaineacht agus Cuimsitheacht

Tá Coláiste na hEolaíochta agus na hInnealtóireachta tiomanta do thimpeallacht foghlama inrochtana agus cuimsitheach a sholáthar, ag cinntiú folláine na mac léinn agus na foirne go léir. I gcomhar le Access for All Loch Rí agus le tacaíocht ón Oifig Rochtana agus ó Chomhaltas na Mac Léinn, reáchtáil coiste EDI an Choláiste seimineár hibrideach ar Oideachas agus Spórt don Inrochtaineacht agus Cuimsitheacht an 14 Feabhra 2024. Bhí scéalta inspioráideacha pearsanta ó mhic léinn, ón bhfoireann agus ó alumni le cloisteáil ag an imeacht, agus cuireadh béim ar an tionchar domhain a bhíonn i gceist nuair atá spórt inrochtana agus cuimsitheach, agus an chaoi a gcuireann sé seo le caighdeán saoil níos fearr.

Áiríodh leis an seimineár plé thar a bheith spésiúil ar Theiripe Ghorm ar mhaithe le folláine agus sláinte, chomh maith le léargais ó dhaoine a bhíonn páirteach i Spórt Pharailimpeacha ag fiosrú conas is féidir le deiseanna cuimsitheacha feidhmíochta eispéiris dhearfacha a chruthú. Ní hamháin gur spreag na scéalta agus an fhoghlaim seo an lucht freastail ach chuir siad tús freisin le comhráite fiúntacha ar conas is féidir leis an Ardoideachas teacht chun cinn chun timpeallacht níos cuimsithí agus níos inrochtana a thairiscint do dhaoine aonair ar gach leibhéal cumais.

Bhí scéalta inspioráideacha pearsanta ó mhic léinn, ón bhfoireann agus ó alumni le cloisteáil ag an imeacht, agus cuireadh béim ar an tionchar domhain a bhíonn i gceist nuair atá spórt inrochtana agus cuimsitheach, agus an chaoi a gcuireann sé seo le caighdeán saoil níos fearr.

Léirigh na heispéiris phearsanta a roinneadh an chumhacht a bhaineann leis an teacht aniar maidir le constaicí a shárú agus léirigh siad an tábhacht a bhaineann le cuimsiú san oideachas agus sa spórt. Ina theannta sin, chruthaigh comhpháirtíocht an Choláiste le Access for All Loch Rí roghanna eile inrochtana do mhic léinn a ghlacann páirt in obair allamuigh uisce-bhunaithe, rud a thacaíonn tuilleadh le tiomantas an Choláiste maidir le cuimsitheacht agus rochtain do chách.



Sa phictiúr ag an seimineár ar Oideachas agus Spórt ar mhaithe le hInrochtaineacht agus Cuimsitheacht, 14 Feabhra 2024 – Chun tosaigh, ó chlé: Mark Barry agus John Fulham (Cumann Cathaoireacha Rothaí na hÉireann); Ar chúl, ó chlé: Aedin McAleer, Mary Dempsey, Ciaran Mullooly, Olive Mills, Sheena Fennell.

Ciste Tionscadail EDI

I rith na bliana acadúla 2023–24, thacaigh Ciste Tionscadail EDI na hOllscoile le tionscnaimh a chuireann muintearas agus cuimsitheacht chun cinn ar fud an champais. Bhí €25,000 san iomlán le roinnt, rud a d’fhág go raibh an-iomaíocht ann. Bhí sé oscailte don fhoireann agus do mhic léinn araon.

Dhírigh an ciste ar an téama ‘Muintearas’ agus bhí sé roinnte in dhá shraith:

1. Dhírigh **Tionscadail EDI** (€10,000) ar thionscnaimh a thug aghaidh ar aon cheann de na réimsí cosanta faoi reachtaíocht chomhionannais lena n-áirítear inscne, aois, stádas sibhialta, stádas teaghlaigh, cine/eitneachas, ballraíocht de Phobal na dTaistealaithe, míchumas, claonadh gnéis agus reiligiún/creideamh. Cuireadh na tionscadail seo i gcrích i rith na bliana acadúla.
2. Dhírigh **Tionscadail Frithchiníochais** (€15,000) go sonrach ar thionscnaimh a rinneadh le linn Sheachtain Frithchiníochais Nelson Mandela (18–22 Márta 2024). Bhí na tionscadail seo sa bhreis ar shraith níos leithne imeachtaí a dearadh chun comhionannas ciníochas agus frithchiníochas a chur chun cinn, ag teacht le fíis Nelson Mandela agus ag an am céanna ag léiriú croílúachanna na hOllscoile, mar atá meas, oscailteacht, barr feabhais agus inbhuanaitheacht.

Fuair 28 tionscadal maoiniú. Bronnadh 15 acu sin ar thionscadail Shraith 1 agus 13 faoi Shraith 2.

Sraith 1: Tionscadail EDI

Éagsúlacht sa Dlí

Eagraithe an Tionscadail:
Meadhbh King, Cumann Dlí Ollscoil na Gaillimhe

D’eagraigh an tionscadal seo imeacht ‘Éagsúlacht sa Dlí’ a thug ardán do chainteoirí ó phobail imeallaithe laistigh de ghairm an dlí. Ghlac breis agus 50 duine páirt i gcur i láthair agus i ndeiseanna líonraithe le gnólachtaí dlí. Bhí sé mar aidhm ag an imeacht idirphlé, foghlaim agus gníomh a chothú chun gairm dlí níos éagsúla, níos cothroime agus níos cuimsithí a chruthú. Roinn na cainteoirí eispéiris phearsanta, straitéisí chun bacainní a shárú, agus léargais ar chur chuige ilghnéitheach maidir le héagsúlacht agus cuimsiú.

Oíche STEM na Peirse

Eagraithe an Tionscadail:
Sayedmohammad Moosavizadeh, Cumann na hIaráine, Ollscoil na Gaillimhe

D’eagraigh Cumann na hIaráine “Oíche STEM na Peirse” chun cultúr na Peirse a cheiliúradh agus chun cuimsitheacht a chothú don phobal mac léinn as an Iaráin atá ag dul i méid in Ollscoil na Gaillimhe. Mheall an ócáid 160 duine, lena n-áirítear 20 cuairteoir idirnáisiúnta. I measc na ngníomhaíochtaí, bhí cur i láthair oideachasúil ar stair agus ar chultúr na Peirse, taispeántais ilmheánacha, damhsa traidisiúnta Peirseach, léamha filíochta, agus ceiliúradh ar Nowruz (Athbhliain na Peirse). Bhí sé mar aidhm ag an tionscadal muintearas a chruthú do mhic léinn na Peirse agus tuiscint thraschultúrtha a chur chun cinn i measc phobal na hollscoile.

Oíche STEM na Peirse, Óstán Chuan na Gaillimhe, Bóthar na Trá, 23 Márta 2024.



Ciste Táirgí Deimhnithe Trasinscne

Eagraithe an Tionscadail:
Izzy Tiernan, Cumann Bród Ollscoil na Gaillimhe, Comhaltas na Mac Léinn

Seoladh an Ciste Táirgí Deimhnithe Trasinscne chun táirgí riachtanacha deimhnithe inscne a sholáthar do mhic léinn. Léirigh aiseolas ó na mic léinn an-tacaíocht don tseirbhís riachtanach seo a thabhairt ar ais arís ar an gcampas, agus cuireadh iarratais isteach a luaithe agus a seoladh é. Trí thacaíocht phraiticiúil agus acmhainní, bunaíodh an ciste chun timpeallacht chuimsitheach champais a chothú ina dtugtar tacaíocht ghníomhach do mhic léinn trasinscne ina n-aistear aistrithe.

Fem Fest 2024

Eagraithe an Tionscadail:
Róisín McGrath, Cumann na bhFeimineach, Ollscoil na Gaillimhe

Sraith imeachtaí ar feadh seachtaine a bhí i gceist le Fem Fest 2024, i gcomhthráth le Lá Idirnáisiúnta na mBan. I measc na n-imeachtaí bhí plé ar fhoréigean inscne-bhunaithe, bochtaineacht mhíostraithe, inscne agus imirce, cearta atáirgthe agus éicfheimineachas. Bhí cainteoirí, imeachtaí sóisialta, ceardlanna, léiriú scannán agus suiteálacha ealaíne i gceist leis an bhféile. Buaicphointe ab ea an mórshiúl “Reclaim the Night”, a mheall thart ar 200 duine. Bhí sé mar aidhm ag an tionscadal tábhacht an fheimineachais san 21ú haois a chur chun cinn agus pobal na hollscoile a spreagadh chun machnamh a dhéanamh ar cad a chiallaíonn feimineachas dóibh.

Mórshiúl “Reclaim the Night” Fem Fest, an Fhaiche Mhór, 8 Márta 2024.



Rannpháirtithe na ceardlainne Ciorcal Scéalaíochta (ó chlé): Gautam Mathu (an India), Yang Shu (an tSín), Arini Nurul Hidayati (an Indinéis), Aradhana Yadav (an India), agus Sitti Hadijah (an Indinéis).

Ciorcail Scéalaíochta: Forbairt Scileanna Idirchultúrtha

Eagraithe an Tionscadail:
Aradhana Yadav, Nafisah Zeanatul, Danielle Kennan

Chuir an tionscadal seo trí cheardlann ciorcal scéalaíochta ar fáil do mhic léinn fochéime agus iarchéime Ollscoil na Gaillimhe. Bhí sé mar aidhm leis na ceardlanna, a bhí bunaithe ar mhodheolaíocht na gciorcail scéalaíochta UNESCO, deiseanna a chruthú le haghaidh plé agus machnaimh idirchultúrtha. Bhailigh foireann an tionscadail aiseolas ó na rannpháirtithe agus ó na háisitheoirí agus rinneadh anailís orthu chun an tionchar a mheasúnú agus chun impleachtaí a aithint d’idirghabhálacha amach anseo. Ba é an sprioc deis forbartha inniúlachta idirchultúrtha a thairiscint don fhoireann agus do mhic léinn, ag cur le timpeallacht champais níos iomláine, níos ilchultúrtha, níos cothroime agus níos cuimsithí.

Leathnú ar an nGrúpa Tacaíochta Piaráí do Thaighdeoirí Luathghairme

Eagraí an Tionscadail:
Lorraine Hayman

Chuir an tionscadal seo leis an nGrúpa Tacaíochta Piaráí do thaighdeoirí luathghairme in Ollscoil na Gaillimhe. Áiríodh ar na príomhghníomhaíochtaí seisiúin mhíosúla tacaíochta piaráí agus Siompóisiam Folláine gach Céadaoin ar ar fhreastail breis agus 35 taighdeoir luathghairme ó na Coláistí ar fad. Mar chuid den siompóisiam bhí seisiún ar ionchollú agus caidreamh, plé painéil ar dhúshláin a bhíonn le sárú ag taighdeoirí luathghairme, agus seisiún ealaíon-bhunaithe. Bhí sé mar aidhm ag an tionscadal feabhas a chur ar mhothú muintearais agus folláine na dtaighdeoirí luathghairme, go háirithe iad siúd ó chúlraí imeallaithe.

Gníomhartha Muintearais

Eagraithe an Tionscadail:
An Dr Máiréad Ní Chróinín, an Dr Charlotte McIvor

Bhí sé mar aidhm ag an tionscadal seo comhionannas agus cuimsiú fadtéarmach a chur chun cinn i spásanna agus i gcumainn taibh-ealaíon ar an gcampas trí dheis a thabhairt do mhic léinn ó mhionlaigh eitneacha, lena n-áirítear Pobal Taistealaithe na hÉireann agus na Romaigh, páirt a ghlacadh in oiliúint agus i ndeiseanna taibhléirithe. Dhírigh an tionscadal ar ghníomhaíochtaí taighde agus ullmhúcháin, ag déanamh príomhghníomhartha lena n-áirítear grúpa stiúrtha alumni ó ghrúpaí eitneacha mionlaigh a chur le chéile, ceardlann tástála a dhearadh le healaíontóirí gairmiúla, plé le cumainn ábhartha, agus suirbhéanna a ullmhú do rannpháirtithe ceardlainne. Tús a bhí sa tionscadal do cheardlanna agus do thionscnaimh eile amach anseo chun deiseanna léirithe a dhéanamh níos inrochtana agus níos cuimsithí.

Bhí Dagogo Hart (ina sheasamh) agus Samuel Yakura i mbun ceardlann filíochta mar chuid den tionscadal ‘Gníomhartha Muintearais’, faoi cheannas an Dr Máiréad Ní Chróinín agus an Dr Charlotte McIvor, ó Dhisiciplín na Drámaíochta & na hAmharclannaíochta.



Tionscadal Feasachta ar an Néara-éagsúlacht (NAP): Feasacht a mhéadú agus cuimsiú na mac léinn néara-éagsúla a chur chun cinn

Eagraithe an Tionscadail:
An Dr Cecilia de Souza Valente, an Dr Martina Wernecke, an Dr Muriel Voisin, an Dr David Cheung, an Dr Deirdre McHugh, an tOll. Helen Blanchard

Chuir NAP seisiún oiliúna 3 uair an chloig ar fáil ar an néara-éagsúlacht agus ar fheasacht uathachais do 25 d’fhoireann Scoil na nEolaíochtaí Bitheacha agus Ceimiceacha (SBCS). Rinne an oiliúint, a chuir Oifigeach Oideachais & Oiliúna ó AslAm, Carthanacht Uathachais na hÉireann ar fáil, cur síos ar an tuiscint ar uathachas agus ar choincheapa gaolmhara, ar thaithí an uathachais, agus ar uathachas i gcomhthéacs an bhreisoideachais. Bhí sé mar aidhm leis an tionscadal scileanna a thabhairt don fhoireann chun tacú le mic léinn ar Speictream an Uathachais agus cultúr ómóis agus chuimsitheachta a chothú. Rinneadh an seisiún oiliúna a thaifeadadh agus a chur ar fáil i bhfoirm físeáin ghearra d’oiliúint ar éileamh atá inrochtana d’fhoireann uile agus do mhic léinn iarchéime SBCS.

An Líonra Foirne Néara-éagsúla

Eagraí an Tionscadail:
An Dr Frances McCormack

Chuir an tionscadal seo tús le forbairt an Líonra Foirne Néara-éagsúla in Ollscoil na Gaillimhe. Áiríodh leis an gcéad chéim den fhorbairt seisiún smaointeoireachta chun suim a mheas agus chun fíis an líonra a chruthú, agus cruinnithe míosúla caidrimh shóisialta ina dhiaidh sin. Chruthaigh an tionscadal spás do chomhaltaí foirne agus do thaighdeoirí PhD néara-éagsúla chun pobal agus tacaíocht a aimsiú. Bunaíodh Grúpa Stiúrtha chun rialachas an líonra a leagan síos ar mhaithe le seoladh oifigiúil sa bhliain acadúil nua. Ghlac an líonra páirt in oiliúint dhearfach ó thaobh na néara-éagsúlachta san ionad oibre agus cuireadh tús le plé ar thionscnaimh fhéideartha amach anseo, lena n-áirítear straitéis néara-éagsúlachta agus clár Ally don Ollscoil.

Muintearas a Chothú
Turas Cuimsithe

Eagraithe an Tionscadail:
Fariba Foolad, Maziar Khamani

Mar thoradh ar an tionscadal seo cruthaíodh físeán 60 soicind dar teideal ‘**Beyond Borders: Embracing Diversity in Our Community**’ chun béim a leagan ar an gceist ‘Cá as thú?’ agus an chaoi ar féidir leis an gceist daoine a choimhthí i ngan fhios. Bhí dhá charachtar san fhíseán, duine áitiúil agus duine ó thíre eile, chun a léiriú an chaoi ar féidir leis an gceist seo daoine aonair a choimhthí. Trí scéalaíocht chruthaitheach amhairc, spreagann sé comhbhá agus machnamh ar an gcaoi ar féidir le céimeanna beaga dul i bhfeidhm ar mhóthú muintearais an duine i bpobal an champais.

Seimineár ar Oideachas agus Spórt
ar mhaithe le hInrochtaineacht agus
Cuimsitheacht

Eagraí an Tionscadail:
Mary Dempsey

Reachtáladh seimineár hibrídeach ar “Oideachas agus Spórt don Inrochtaineacht agus don Chuimsitheacht” an 14 Feabhra 2024, i gcomhpháirtíocht idir Ollscoil na Gaillimhe agus Access for All Loch Rí. Bhí sé mar aidhm ag an imeacht, ina raibh an fhoireann, mic léinn agus alumni páirteach, muintearas a chothú do dhaoine faoi mhíchumas. Bhí scéalta pearsanta ag an seimineár inar leagadh béim ar na buntáistí a bhaineann le spórt cuimsitheach agus obair allamuigh inrochtana, lena n-áirítear comhpháirtíocht le Access for All Loch Rí chun roghanna eile a thairiscint d’obair allamuigh uiscebhunaithe. Léirigh an tionscadal an bealach is féidir le comhchruthú inrochtaineacht agus caighdeán na beatha a fheabhsú.

Seimineár ar Oideachas agus Spórt don Inrochtaineacht agus don Chuimsitheacht, 14 Feabhra 2024, Aula Maxima, Ollscoil na Gaillimhe.



Ócáid Shóisialta Sparánacht 1916

Eagraí an Tionscadail:
Cathal Shanagher

Rinne an teacht le chéile bliantúil seo ceiliúradh ar mhic léinn a bhaineann leas as clár Sparánacht 1916, a chuireann ardoideachas chun cinn i measc grúpaí faoi ghannionadaíocht. Thug an t-imeacht le chéile buaiteoirí sparánachtaí, aoichainteoirí, an fhoireann, an chéad bhliain, agus alumni an chlár, agus rinneadh roinnt scéalta pearsanta a aithris, rud a thug deis do mhic léinn machnamh a dhéanamh ar a ndúshlán agus a n-éachtaí. Rinne an ócáid ceiliúradh freisin ar éagsúlacht agus cuimsitheacht, ag cur béim ar ról na sparánachta maidir le timpeallacht oideachasúil chothrom a chruthú ina mbraitheann gach mac léinn go bhfuil luach orthu agus tacaíocht á tabhairt dóibh ina n-aistear oideachais.

Muintearas a Mhíniú: taithí na mac léinn
néara-éagsúla ar an gcampas a fhiosrú

Eagraithe an Tionscadail:
An Dr Heike Felzmann, an Dr Lucy Elvis

Bhí sé mar aidhm ag an tionscadal tuiscint a fháil ar bhacainní agus ar éascaitheoirí an mhuintearais do mhic léinn néara-éagsúla, agus naisc a fhorbairt idir páirtithe leasmhara éagsúla. Tar éis próisis chomhairliúcháin leis an gCumann Néara-éagsúla (NDSoc) agus leis na Seirbhísí Tacaíochta Míchumais (DSS), eagraíodh sraith imeachtaí agus ceardlann, trínar rinneadh iniúchadh ar eispéiris na mac léinn néara-éagsúla ar mhuintearas ar an gcampas. Chríochnaigh an tionscadal i mBealtaine 2024 le ceardlann idirghníomhach dar teideal “Ag Leathnú an Champais Chuimsithigh,” a chómhaoinigh Disciplín na Fealsúnachta. Le cabhair imeachtaí an tionscadail roinneadh na heispéiris agus na moltaí a bhí dírithe ar mhuintearas a fheabhsú i ngnéithe éagsúla de shaol an champais.

Sraith 2: Tionscadail Sheachtain
Frithchiníochais Nelson Mandela 2024

Béim ar Eiseamláirí na nDídeanaithe

Eagraithe an Tionscadail:
Mary Dempsey, Andrew Flaus, Aidan Harte

Léiríodh clár faisnéise 14 nóiméad, ‘**Safe Sanctuary: Belonging at University of Galway**’, chun aird a tharraingt ar chosán oideachais na ndídeanaithe a bhfuil cónaí orthu lasmuigh d’Éirinn, agus ar an tionchar mór a bhí aige agus chun spreagadh a thabhairt do dhídeanaithe a bhfuil cónaí orthu lasmuigh d’Éirinn agus ar mian leo bheith ina mic léinn anseo. I mí Lúnasa 2023, chuir Coláiste na hEolaíochta agus na hInnealtóireachta fáilte roimh a chéad bheirt scoláirí trí chlár scoláireachta Passworld an AE in iarrachtaí comhoibríocha le Aerogen, Nasc, Pobal na Gaillimhe agus UNHCR Éire.



Sylvie Mossay agus an Dr Maura Stewart le daltaí ó Choláiste Mheirlinne, Co. na Gaillimhe ag an gceardlann frithchiníochais ‘Lucht Labhartha na Fraincise: agus a bhFéiniúlacht Iolrach’.

Lucht Labhartha na Fraincise:
agus a bhFéiniúlacht Iolrach

Eagraí an Tionscadail:
Sylvie Mossay

Cuireadh ceardlann frithchiníochais Fraincise ar fáil do 40 dalta ó thrí mheánscoil: Coláiste Bhríde Bhaile Locha Riach, Coláiste Mhuirlinne, agus Ardscoil Mhuire, Béal Átha na Sluaighe. Bhí an tionscnamh dírithe ar fheasacht a mhéadú ar eispéiris éagsúla laistigh de phobail ina labhraítear Fraincis. Scrúdaíodh difríochtaí cultúrtha idir tíortha a labhraíonn Fraincis san Afraic agus san Eoraip, agus leagadh béim ar an tábhacht a bhaineann le meas agus glacadh le cultúr éagsúla.

Holi Ceiliúradh na nDathanna, 24 Márta 2024.



Ceardlann Frithleatrom Frithchiníochais (ABAR)

Eagraithe an Tionscadail:
Coiste EDI Choláiste na Sionna

Eagraíodh ceardlann chuimsitheach frithleatrom i gColáiste na Sionna. Bhí 30 mac léinn agus comhalta foirne páirteach i bplé fiúntach faoi chiníochas agus leithcheal. Baineadh úsáid as gníomhaíochtaí idirghníomhacha chun smaointeoireacht chriticiúil agus comhbhá a spreagadh, agus roinneadh eispéiris phearsanta in atmaisféar tacúil.

Ceardlann Frithleatrom Frithchiníochais (ABAR), Coláiste na Sionna.



Ina nGuth féin – Comhthuiscint a chomhchruthú ar Chuimsiú agus Muintearas

Eagraithe an Tionscadail:
Seaimpiní Éagsúlachta Choláiste an Ghnó, an Bheartais Phoiblí agus an Díl – Amanda Hogan, Niamh Burke, Edward Britton

Reáchtáladh ceardlann idirghníomhach, inar éascaíodh comhráite ciallmhara faoin muintearas trí phlé painéil. Roinn daoine as cúlraí éagsúla a n-eispéireas féin, lena n-áirítear léargas ó dhaoine i soláthar díreach agus ó bhaill de Phobal na dTaistealaithe. Chuir cainteoirí léargais luachmhara ar fáil, inar leagadh béim ar eispéiris idirdhealaithe agus inar pléadh straitéisí chun cuimsiú a chothú.

Ceardlann ‘Ina nGuth féin’.



Impleachtaí Chás Cinedhíothaithe na hAfraice Theas ag an gCúirt Bhreithiúnais Idirnáisiúnta

Eagraithe an Tionscadail:
Madeleine Moffatt, Beatrice Canossi, Rania Muhareb, Coiste Dlúthpháirtíochta na Palaistíne

Bhí léacht agus plé painéil ar Chás Cinedhíothaithe na hAfraice Theas ag an gCúirt Bhreithiúnais Idirnáisiúnta (ICJ) an 22 Márta 2024. Ba iad Rapóirtéir Speisialta na Náisiún Aontaithe Francesca Albanese agus an scoláire Palaistíneach Maha Abdallah a labhair ag an imeacht, áit ar scrúdaíodh impleachtaí imeachtaí ICJ na hAfraice Theas i gcoinne Iosrael faoi Choinbhinsiún an Chinedhíothaithe. Pléadh naisc fhéideartha idir gluaiseachtaí frith-chinedhíothaithe agus dlúthpháirtíocht na Palaistíne.

Lucht eagraithe ‘Impleachtaí Chás Cinedhíothaithe na hAfraice Theas ag an gCúirt Bhreithiúnais Idirnáisiúnta’ & ‘Cinedheighilt Sláinte sa Phalaistín’ (ó chlé): Beatrice Canossi, Rania Muhareb, agus Madeleine Moffatt.



Cinedheighilt Sláinte sa Phalaistín

Eagraithe an Tionscadail:
Madeleine Moffatt, Beatrice Canossi, Rania Muhareb, Coiste Dlúthpháirtíochta na Palaistíne

Thug an Dr Mads Gilbert aoiléacht an 19 Márta 2024, inar leagadh béim ar na tionchair dhíobhálacha a bhí ag forghabháil agus ag imshuí Iosrael ar shláinte na bPalaistíneach, rud atá fréamhaithe i gcíníochas struchtúrtha ar chuir saineolaithe síos air mar ‘chinedheighilt sláinte’. Bhí thart ar 150 duine páirteach i bplé faoi dhúshláin cúraim sláinte in Gaza, agus cuireadh béim ar dhlúthpháirtíocht atá bunaithe ar fhianaise. Rinneadh anailís ar an díriú córasach ar bhonneagar cúraim sláinte na Palaistíne, agus aird ar leith á tabhairt ar na hiarmhairtí a bhaineann le rochtain shrianta ar chabhair dhaonnúil.

Tight Spaces: Ceardlann Soláthair Dhírihgh faoi stiúir na hÓige

Eagraithe an Tionscadail:
An Dr Brenda Gallagher, Kathryn Moore, Natasha Muldoon, Nike Awoyemi

Chuir daoine óga a bhfuil taithí acu ar an tsábháilteacht a lorg in Éirinn ceardlann nuálach ar fáil. Bhí caoga duine i láthair ag seisiúin idirghníomhacha, inar roinneadh eispéiris phearsanta ar an gcóras Soláthair Dhírihgh. Cuireadh cruth nua ar an gceardlann le hionchur ó mhic léinn an Professional Masters of Education. Ardaíodh feasacht ar chóras cosanta idirnáisiúnta na hÉireann agus scrúdaíodh straitéisí forbartha dlúthpháirtíochta.



Muintearas & Frithchiníochas: Is féidir linn difear a dhéanamh le chéile

Eagraithe an Tionscadail:
Sean Cameron, Brenda Gallagher, Sinead Muldoon

D’fhorbair mic léinn an PME ó Scoil an Oideachais agus foireann meánscoile Ag Foghlaim Le Chéile na Gaillimhe tionscnamh comhoibríoch. Trí imeacht tobsmaointeoireachta le páirtithe leasmhara, sainaitníodh agus tarraingíodh le chéile príomhthorthaí maidir le torthaí foghlama agus cumasú. Ansin cruthaíodh cur i láthair bunaithe ar na léargais seo dírithe ar lucht féachana ollscoile agus pobail, inar scrúdaíodh téamaí cuimsitheachta, comhionannais agus muintearais trí chomhphlé.

Chun tosaigh, ó chlé: Anthony Cichoki agus Guilia Santos (Mic Léinn, Meánscoil Ag Foghlaim Le Chéile na Gaillimhe); An Dr Brenda Gallagher (Stiúrthóir Clár PME (Bliain 1), Scoil an Oideachais, Ollscoil na Gaillimhe) Ar chúil, ó chlé: Sean Cameron agus Hannah Bredin (Mic Léinn PME, Scoil an Oideachais, Ollscoil na Gaillimhe); Sarah Molloy agus Tara Broderick (Foireann, Meánscoil Ag Foghlaim Le Chéile na Gaillimhe); Sophie Leach (mac léinn PME, Scoil an Oideachais, Ollscoil na Gaillimhe); Debbie Thomas (Oifigeach Oideachais, Worldwide Global Schools).



Cá as thú?

Eagraithe an Tionscadail:
An Dr Cormac Forkan, Anne Loftus, Janna Lindstrom, Theatre for Change i nGaillimh agus Clár Ollscoile Tearmainn Ollscoil na Gaillimhe

Forbraíodh suiteáil idirghníomhach, ina raibh trí léarscáil — ceann de Ghaillimh, ceann d’Éirinn, agus ceann den domhan — agus tugadh cuireadh do rannpháirtithe bioráin a leagan ar na léarscáileanna ag cur in iúl cárbh as dóibh mar fhreagra ar an gceist oscailte, “Cá as thú?” D’éascaigh aisteoirí TfCG, in éineacht le mic léinn BA, mionphlé ar chéannacht agus muintearas tar éis na bioráin a bheith crochta. Chruthaigh na bioráin léargas ar éagsúlacht an phobail, agus chruthaigh an mionphlé ardán chun saincheisteanna casta féiniúlachta a iniúchadh laistigh de spásanna comhroinnte.

Léarscáil idirghníomhach mar chuid den tionscadal ‘Cá as thú?’



‘Céim chun Tosaigh’ – Léamh ar dhráma áitiúil

Eagraithe an Tionscadail:
An Dr Deirdre Curran, Joan Lally

Rinneadh léiriú cruthaitheach ar shaincheisteanna na sochaí comhaimseartha in Éirinn trí lionsa dhinimic an teaghlaigh. Suite i gcathair na Gaillimhe in 2019, tá an scéal dírithe ar Aisling, a bhfuil caidreamh rómánsúil aici le Kamali, duine óg ón tSiombáib a bhfuil cónaí air i Soláthar Díreach, ag tabhairt dúshlán dearcthaí áitiúla agus náisiúnta i leith cine agus inimirce. Trí chur síos ficseanúil bunaithe ar imeachtaí fíorúla, bhreathnaigh an léiriú ar chiníochas, inimirce, muintearas, agus na dúshláin atá roimh dhéanaithe. Léiríonn an dráma toradh dóchasach féideartha, dá mbeadh daoine sásta iad féin a chur Céim chun Tosaigh!

‘Céim chun Tosaigh’ – Léamh ar dhráma áitiúil.



Feachtas Feasachta EDI

Spás do Chách

An 1 Márta 2024, sheol Oifig an Leas-Uachtaráin Comhionannais, Éagsúlachta agus Cuimsithe Feachtas Comhionannais, Éagsúlachta agus Cuimsithe (EDI) faoin teideal “Spás do Chách”. Bunaithe ar aiseolas ó roinnt comhairliúcháin agus ag teacht leis an téama ‘Muintearas’, is léiriú cruinn é an feachtas ar an éagsúlacht agus ar na tacaíochtaí atá inár n-institiúid trí leibhéal.

Féach ar YouTube

Is iad seo a leanas príomhchuspóirí an fheachtais:

- 1. Éagsúlacht na foirne agus na mac léinn a chur chun cinn.
- 2. Oideachas a chur ar phobal na hollscoile maidir le comhionannas, éagsúlacht agus cuimsiú.
- 3. Aird a tharraingt ar thiomantas na hollscoile do chur chuige neamhfhulaingthe maidir le ciníochas.
- 4. Na tacaíochtaí atá ar fáil don fhoireann agus do na mic léinn a chur chun cinn.

Agus comhaltaí foirne agus mic léinn ag scrolláil ar mheáin shóisialta na hollscoile nó ag déanamh a mbealach timpeall an champais, thug siad faoi deara gnéithe éagsúla den fheachtas, agus san áireamh leis sin bhí bratacha ‘Spás do Chách’ agus comharthaíocht chun ár bpobal éagsúil a chur chun cinn, mar aon le heolas faoi na tacaíochtaí atá ar fáil don fhoireann agus do mhic léinn.

Céard is féidir leis an bhfoireann a dhéanamh chun tacú leis an bhFeachtas EDI?

- Cláraigh d’Oiliúint Comhionannais Ciníocha.
- Íoslódáil an Aip SafeZone.

Is é SafeZone an aip nua atá deartha againn chun cabhrú leat a bheith sábháilte, agus suaimhneas intinne a bheith agat, ar champais Ollscoil na Gaillimhe. Is féidir an aip SafeZone a íoslódáil in aisce, tá sé éasca í a úsáid agus is féidir tuilleadh a fhoghlaim [anseo](#).

Seoladh Chartlanna na Mincéirí

Cuimsíonn Cartlanna na Mincéirí bailiúchán de gach cineál ábhar, cáipéisí stairiúla agus téacsanna scolártha ina measc. Tá béim sa chnuasach ar Thaistealaithe na hÉireann ó na 1960idí nuair a d’athraigh Éire go sóisialta, go heacnamaíoch agus go cultúrtha; an tionchar a bhí ar an bpobal fánaíochta dúchasach agus tús ghluaiseacht chearta phobal na dTaistealaithe in Éirinn agus san Eoraip. Tá míreanna sa bhailiúchán a bhaineann le cearta daonna, oideachas, fostaíocht, tithíocht, ceol, béaloideas agus grianghraif de phobal na dTaistealaithe. Chomh maith leis sin, tá ábhar ann ó acmhainní reatha atá sna catalóga agus sna bailiúcháin atá ar fáil cheana féin lena n-áirítear Bailiúchán Ritchie-Pickow agus Bailiúchán Joe Burke.

Cuireadh tús leis an tionscadal i mí na Samhna 2021 tráth a raibh ceiliúradh á dhéanamh ar 175 bliain ó bunaíodh an Ollscoil in 1845. Faoi stiúir Owen Ward, Bainisteoir Cláir EDI do Chomhionannas Ciníocha agus an Chartlannaí Kieran Hoare, bhí taighde agus digitiú Chartlanna na Mincéirí ar cheann de shé thionscadal a bhí urraithe ag Oifig Uachtarán na hOllscoile trí chiste speisialta chun ár stair institiúideach a chur ar an taifead agus a roinnt.

Sheol an tUachtarán Ciarán Ó hÓgartaigh agus an Dr Mary Warde Moriarty an chartlann ar an 28 Lúnasa 2024 i Seomra Léitheoireachta na gCartlann & na mBailiúchán Speisialta i Leabharlann Uí Argadáin.



Ag ócáid seolta Chartlanna na Mincéirí ar an 28 Lúnasa 2024 (ó chlé): Owen Ward, Bainisteoir Cláir EDI do Chomhionannas Ciníocha; Catriona Cannon, Ceannasaí na mBailiúchán Oidhreacht agus an Digitithe sa Leabharlann; an Dr Mary Warde Moriarty, Taistealaí, Gníomhaí ar son Chearta an Duine, agus Údar; an tOllamh Ciarán Ó hÓgartaigh, Uachtarán Ollscoil na Gaillimhe, agus Anne-Marie Stokes, Oifigeach Oideachais Taistealaithe.

Féach ar YouTube



SL(M): Tionscadal Foghlama Seirbhíse Imirceach/Dídeanaithe

Tá an tionscadal seo, atá á stiúradh ag Ollscoil Santiago de Compostela (an Spáinn), bunaithe ar mhodheolaíocht foghlama seirbhíse, a cheanglaíonn an fhoghlaím le seirbhís pobail chun aghaidh a thabhairt ar riachtanais chuimsithe imirceach. I measc na gcomhpháirtithe tá ACCEM (an Spáinn), Ollscoil na Gaillimhe (Éire), Università di Verona (an Iodáil), agus Glocal Factory (an Iodáil). Ag rith ó Mheán Fómhair 2022 go Lúnasa 2025, déanann an tionscadal teagmháil le mic léinn ollscoile ó dhisciplíní éagsúla, múinteoirí, imircigh/dídeanaithe, agus aonáin shóisialta chun na dúshláin chuimsithe atá roimh phobail imirceacha a aithint agus aghaidh a thabhairt orthu.



Leathanach clúdaigh an ‘Guide to Best Practices in the University for the Inclusion of Migrants and Refugees in Europe: Service-Learning as an Educational Resource’, a d’fhoilsigh Ollscoil Santiago de Compostela in 2024.

I measc na bpríomhéachtaí in 2024 bhí:

1. ‘Guide to Best Practices in the University for the Inclusion of Migrants and Refugees in Europe’ a fhoilsiú i Spáinnis, Iodáilis agus Béarla. Leagtar amach sa treo seo dhá thionscadal déag foghlama seirbhíse ollscoile a cuireadh i gcrích le linn na bliana acadúla 2023–24 sa Spáinn, san Iodáil agus in Éirinn.
2. In Ollscoil na Gaillimhe, cuireadh an modúl ‘Teagmhálacha Idirchultúrtha’ i bhfeidhm mar chuid den chlár ‘An Ród seo Romhat’, arna chomhordú ag an Dr Lorraine Tansey agus an Dr David Doolin. Roinntear na mic léinn in dhá ghrúpa: Chomhoibrigh grúpa amháin le GoCom Radio, an chéad raidió pobail ilteangach in Éirinn a fhreastalaíonn ar ghrúpaí imeallaithe, chun straitéisí margaíochta a fhorbairt leis an bPríomhfheidhmeannach Islammiyah Saudique-Kadejo. D’oibrigh an dara grúpa leis na hOibrithe Tacaíochta ón Úcráin Olena Domina agus Tetiana Horobets ag Ionad d’Obair Dheonach na Gaillimhe chun ceardlanna LIFT (Todhchaí na hÉireann a Threorú le chéile) a éascú d’Úcránaigh a bhfuil cónaí orthu i nGaillimh.
3. Rinneadh obair ar chúrsa MOOC (Ollchúrsa Oscailte ar Líne) ar líne faoin bhfoghlaim seirbhíse d’Ollscoil Santiago de Compostela. Thairfead an Dr Siobhán Morrissey ó Ollscoil na Gaillimhe físeán ar ‘Ról na Mac Léinn’ i dtionscadail seirbhíse-fhoghlama ollscoile, a bheidh le feiceáil mar chuid den MOOC don bhliain acadúil 2024–25.

Foréigean Gnéis agus Ciapadh Gnéis a Chosc agus Freagairt dóibh

COSHARE

Tá an líonra COSHARE cleamhnaithe le comhoibriú taighde níos leithne idir Ollscoil Uladh agus Ollscoil na Gaillimhe [faoi chathaoirleacht an Dr Susan Lagdon, Ollscoil Uladh & an Ollaimh Pádraig Mac Néill, Ollscoil na Gaillimhe]. Díríonn COSHARE ar chur chuige cuimsitheach uile-oileáin a bhunú i leith taighde agus cleachtais maidir le toiliú, foréigean gnéis, agus ciapadh gnéis, a chuimsíonn Ardoideachas agus réimse níos leithne ná sin arís.

Is scéim chomhoibríoch é an Clár Taighde Thuaidh-Theas atá á seachadadh ag an Údarás um Ard-Oideachas (ÚAO) thar ceann na Roinne Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta agus an Aonaid um Oileán Comhroinnte i Roinn an Taoisigh. Tá maoiniú taighde don Chlár Taighde Thuaidh-Theas á chur ar fáil ag Tionscnamh na nOileán Comhroinnte.

Is é aidhm fhoriomlán an tionscadail COSHARE straitéis uile-oileáin a sholáthar chun suirbhé a dhéanamh ar an bhfoireann faoina dtaithí agus a ndearcadh ar thoiliú agus C-SVH in earnáil ardoideachais Thuaidh/Theas na hÉireann chomh maith le malartú eolais a éascú idir lucht acadúil agus gairmithe.

Taighde COSHARE

I mí Eanáir 2024 rinne COSHARE an chéad suirbhé uile-oileáin ar chomhaltaí foirne san ardoideachas i bPoblacht na hÉireann agus i dTuaisceart Éireann, áit ar tugadh cuireadh dóibh a dtuairimí agus a dtaithí ar fhoréigean gnéis agus ciapadh gnéis a roinnt. Bhí sé mar aidhm ag an suirbhé cur chuige aontaithe a chur chun cinn chun aghaidh a thabhairt ar na saincheisteanna seo. Táthar ag súil le torthaí na tuairisce i bhFómhar 2024.

Imeachtaí Líonraithe COSHARE

Rethinking Resistance and Barriers

Reáchtáladh an chéad chruinniú COSHARE ag an MAC i mBéal Feirste, ina raibh ceardlann faoi stiúir Clarissa J. DiSantis, príomhshaineolaí ar dhul i ngleic le foréigean ar bhonn inscne in ollscoileanna. Mar an chéad chleachtóir tiomnaithe sa Ríocht Aontaithe sa réimse seo, rinne Clarissa lá iomlán de cheardlanna idirghníomhacha dar teideal ‘Rethinking Resistance and Barriers – Progressing SVH Initiatives in Higher Education.’ Bhí sé mar aidhm ag an seisiún na huirlisí a thabhairt do bhaill an líonra COSHARE chun tionscnaimh a chur chun cinn maidir le foréigean ar bhonn inscne a chosc agus freagairt dó san ardoideachas.



‘Rethinking Resistance and Barriers’, 9 Deireadh Fómhair 2023 – ó chlé: Liam McBrearty, an Dr Ngozi Anyadike-Danes, an Dr Susan Lagdon, an tOll. Pádraig MacNeela, Clarissa DiSantis, Rebecca Connolly.



Fiona Drouet.

Elevating Voices, Eliminating Violence

Bhí an dara himeacht líonraithe COSHARE, “Elevating Voices, Eliminating Violence: Advancing Evidence-Based Strategies for SVH Prevention in Higher Education,” ar siúl thar dhá lá in Ollscoil na Gaillimhe ar an 11 agus an 12 Márta 2024. Leag Fiona Drouet ó EmilyTest béim ar an tábhacht a bhaineann le cosc a chur ar fhoréigean gnéis agus ciapadh gnéis. Rinne ceannairí sa Bhainistíocht Nochta, lena n-áirítear Gemma MacNally, James McCormack, Michelle Caulfield, agus Kara Stewart, príomhstraitéisí a roinnt. I bpainéal faoi stiúir Rebecca Connolly phléigh saineolaithe na castachtaí a bhaineann le cosc a chur ar fhoréigean gnéis agus ciapadh gnéis.

Thug Sandy Cox ó Ollscoil Illinois léargas ar oideachas píaraí agus comhthéacs SAM, agus roinn ‘Seaimpíní an Toilithe Campais’ in Ollscoil na Gaillimhe an taithí phraiticiúil atá faighte acu. Bhí an plé a rinneadh ag an ócáid ríthábhachtach maidir le haghaidh a thabhairt ar shaincheisteanna maidir le toiliú, foréigean gnéis, ciapadh gnéis, agus comhionannas sa saol acadúil, agus leagadh béim ar an gcomhiarracht is gá chun spásanna níos sábháilte agus níos cuimsithí a chruthú.



‘Elevating Voices, Eliminating Violence’, Márta 2024 – ó chlé: An tOll. Pádraig MacNeela, Gemma MacNally, Sandy Cox, Rebecca Connolly.



Ó chlé: Daniel Lynch, Amy Staudt.



Ó chlé: Elaine Mears, Caitríona Gleeson, Andras Kolto.

GenderSafe

Is tionscadal maoinithe ag an AE é GenderSafe (UniSafe roimhe seo) a sheasann ar son gan glacadh ar chor ar bith le foréigean ar bhonn inscne sa Limistéar Eorpach Taighde agus a thacaíonn le hinstiúidí taighde agus ardoideachais timpeallachtaí sábháilte, cuimsitheacha agus measúla a bhunú trí pholasaithe cuimsitheacha a chruthú.

Le trí bliana anuas, tá imscrúdú déanta ag UniSAFE ar leitheadúlacht an fhoréigin ar bhonn inscne sa saol acadúil agus i dtaighde, chomh maith le freagraí na n-instiúidí agus creataí polasaithe reatha. Chuir a suirbhé mórscála – a rinne 42,000 comhalta foirne agus mac léinn ó 45 eagraíocht (Ollscoil na Gaillimhe san áireamh) i 15 tír – sonraí láidre inchomparáide ar fáil, a ndearnadh anailís orthu agus ar cuireadh i gcomparáid le torthaí ó agallaimh, mapáil polasaithe agus cás-staidéir ar fhreagraí instiúideacha. Cuireadh uirlisí agus moltaí nithiúla ar fáil le cabhair an eolais seo:

- Cuireann an Páipéar Bán do lucht déanta polasaí agus bainisteoirí instiúideacha le comhthuiscint a fhorbairt ar fhoréigean ar bhonn inscne.
- Tarraingíonn an Páipéar Bán ‘From policy to practice: The evidence base for ending gender-based violence in higher education and research’ aird ar ról agus ar fhreagrachtaí eagraíochtaí ardoideachais agus taighde chun aghaidh a thabhairt ar fhoréigean ar bhonn inscne.
- Leagann sraith moltaí béim ar an ról agus ar an obair is féidir le páirtithe leasmhara ar leith a dhéanamh chun aghaidh a thabhairt ar fhoréigean ar bhonn inscne agus chun deireadh a chur leis.
- Sraith straitéisí d’institiúidí ardoideachais agus d’eagraíochtaí taighde chun polasaithe instiúideacha atá dírithe ar dheireadh a chur le foréigean ar bhonn inscne a fheabhsú, a chur i bhfeidhm agus a mheasúnú.



Ceardlann chomhfhoghlama GenderSafe in Kraków, Samhain 2023.

I rith na bliana, reáchtáil UniSafe an Dara Comhdháil maidir le Deireadh a chur le Foréigean ar bhonn Inscne sa Saol Acadúil in Bilbao na Spáinne tráth an ama a raibh Comhairle an Aontais Eorpaigh faoi Uachtaránacht na Spáinne. Ba é an téama ná Ag obair i dtreo ardoideachas agus taighde atá sábháilte agus measúil do chách – Glaoch ar Ghníomh chun Deireadh a chur le Foréigean ar bhonn Inscne.

I mí na Samhna 2023, tugadh cuireadh do Niamh Kavanagh páirt a ghlacadh i gceardlann chomhfhoghlama in Kraków, chun aghaidh a thabhairt ar na téamaí seo a leanas:

- meicníochtaí tuairiscithe foirmiúla agus neamhfhoirmiúla i gcás eachtraí foréigin ar bhonn inscne;
- straitéisí maidir le conas measúnú riosca a dhéanamh.

Bhí obair UniSafe/GenderSafe agus na huirlisí praiticiúla an-úsáideach inár dtionscadal polasaí agus creata.

Tá Ollscoil na Gaillimhe ag glacadh páirte faoi láthair i bpobal cleachtais ghinearálta GenderSafe agus i réimse téamach an Trasnachais.

Chun tuilleadh eolais a fháil, tabhair cuairt ar: **An tionscadal – GenderSAFE**



Ó chlé: Niamh Kavanagh, Aoife Cooke agus an Dr Helen Maher ag comhdháil UniSAFE in Bilbao, Deireadh Fómhair 2023.

Ollscoil Tearmainn

Chuir Clár Scoláireachta na nOllscoileanna Tearmainn (UoS) fáilte roimh 19 mac léinn nua chuig an Ollscoil don bhliain acadúil 2023–24. Is é seo an cúigiú bliain den chlár, agus tá sé oscailte d'arratasóirí ar Chosaint Idirnáisiúnta, do dhídeanaithe, do ghrúpaí inimirceacha leochaileacha agus do Thaistealaithe na hÉireann. I gcomhar le ceithre Choláiste na hOllscoile, tá fáilte curtha ag an gclár roimh 62 mac léinn ó 22 tír éagsúil chuig an Ollscoil go dtí seo, agus chun tacú leis an gcohort seo ar a n-aistear oideachais déantar iad a phéireáil le meantóirí tacaíochta agus acadúla araon. Cuireann gné mheantóireachta an chlár bealaí praiticiúla ar fáil d'fhoireann na hollscoile chun caidrimh fhiúntacha a chothú le cuid de na mic léinn is díchumhachtaithe a mbíonn orthu déileáil le leithcheal ina saol laethúil. I mbliana, thug an Ollscoil Tearmainn tacaíocht freisin do Chlár Passworld an AE, ag soláthar stipinne agus tacaíocht mheantóra do mhic léinn atá ag teacht isteach. Le tuilleadh eolais a fháil, seol ríomhphost chuig: uni.sanctuary@universityofgalway.ie

Tá Clár na Scoileanna Tearmainn ag dul ó neart go neart, le péire de na curadh-scoileanna ainmnithe lonnaithe sa chathair, agus ceithre scoil eile ag tabhairt faoina n-aistear Tearmainn. Chun páirt a ghlacadh i gClár na Scoileanna Tearmainn, is féidir ríomhphost a chur chuig sanctuary@universityofgalway.ie

I rith mhíonna an tsamhraidh, dhíriomar ár n-aird ar an gClár Idirthréimhse Oideachais agus Fostaíochta (ETP) atá bunaithe ar riachtanais a sheachadadh ar an gcampas. Tá an clár deartha go sonrach chun foghlaim agus forbairt scileanna a chur ar fáil chun rannpháirtíocht iomlán san oideachas, san fhostaíocht agus i sochaí na hÉireann a éascú ar bhonn níos leithne, agus tá sé ag teacht le croiluchanna straitéiseacha na hOllscoile, mar atá Meas agus Oscailteacht. Tá an clár ildisciplíneach, agus forbraíodh é i gcomhar leis an Ionad Rochtana, an tIonad Forbartha Gairmeacha, an tSéiplíneacht, Flirt FM agus Ionad an Bhéarla tar éis próiseas comhairliúcháin le grúpaí rannpháirtithe beartaithe an chlár. Fuair gach duine den daichead a cúig rannpháirtí ar an gclár Teastas Rannpháirtíochta ón Leas-Uachtarán don Rannpháirtíocht, an Dr Paul Dodd.

Rannpháirtithe ar an ETP ag ceiliúradh críoch a bheith curtha leis an gclár i mí Iúil 2023.



Passworld an AE

An chéad chonair oideachais in Éirinn a dhearadh do dhídeanaithe a bhfuil cónaí orthu lasmuigh d'Éirinn

Tá Coláiste na hEolaíochta agus na hInnealtóireachta tiomanta do chomhdheiseanna a sholáthar agus deiseanna staidéir idirnáisiúnta a chruthú do dhídeanaithe a bhfuil cónaí orthu lasmuigh d'Éirinn. Mar 'Ollscoil Tearmainn,' tá ról lárnach ag an Ollscoil maidir le tacú le hollscoileanna Éireannacha gealltanais na hinstiitúide a rinneadh ag Fóram Domhanda na nDídeanaithe 2023 sa Ghinéiv a chomhlíonadh.

Ar fud an domhain, tá rochtain ar ardoideachas do dhídeanaithe teoranta, agus níl ach 5 faoin gcéad de dhídeanaithe in ann rochtain a fháil ar oideachas tríú leibhéal. D'fhonn aghaidh a thabhairt air seo, cuireann an tionscadal Passworld an AE cur chuige nuálaíoch ar fáil chun conairí sábháilte agus dleathacha go hÉirinn a chruthú do dhídeanaithe. Trí dhíriú ar dheiseanna oideachais bunaithe ar chumas agus ar fhiúntas, cinntíonn an tionscnamh go bhfeictear dídeanaithe roghnaithe mar mhic léinn idirnáisiúnta, seachas iad a shainiú de réir a stádais dídeanaí. Tá an t-idirdhealú seo tábhachtach, toisc go gcaomhnaíonn sé dínit agus saintréithe na mac léinn atá ina ndídeanaithe, rud a éascaíonn comhtháthú sóisialta níos nádúrtha.

Tá Éire sa pheircintíl is airde maidir le hoideachas tríú leibhéal domhanda agus tá sí faoi réir tionscnaimh nuálacha a threorú ar nós an tionscadail Passworld an AE. Mar chuid den iarracht seo in 2022, roghnaigh UNHCR, Gníomhaireacht na Náisiún Aontaithe do Dhídeanaithe, agus Nasc, an tIonad do Chearta na nIimirceach agus na nDídeanaithe, Coláiste na hEolaíochta agus na hInnealtóireachta mar chomhpháirtí acadúil. Ba é ról an Choláiste an chéad chonair oideachais a dhearadh agus a phíolótú do dhídeanaithe a bhfuil cónaí orthu lasmuigh d'Éirinn.

I gcomhar leis an Ollscoil Tearmainn agus i gcomhpháirtíocht le Aerogen, a chuir intéirneachtaí taighde agus urraíocht ar fáil, chuir an Coláiste fáilte roimh a chéad bheirt mhac léinn dídeanaithe i Meán Fómhair 2023 ón gCongó agus ó Chamarún. I mí Mheán Fómhair 2024, glacfaidh beirt mhac léinn eile ón Eiritré agus ón tSúdáin Theas páirt sa chlár. Faigheann na mic léinn tacaíocht airgeadais agus shóisialta ón nGrúpa Urraíochta Pobail, ag cinntiú go bhfuil rochtain acu ar na seirbhísí a theastaíonn uathu agus go n-eiríonn leo a bheith páirteach i saol na hollscoile.

In 2022, thionóil Ollscoil na Gaillimhe cruinniú le hionadaithe ó naoi gcinn d'ollscoileanna na hÉireann, ceannairí pobail dídeanaithe, agus baill den tsochaí shibhialta Eorpach, agus bhí lucht féachana domhanda ar líne i láthair chomh maith. Dhíriigh an plé ar an gclár a leathnú, agus mar thoradh air sin, cuirfidh dhá ollscoil bhreise fáilte roimh a gcéad mhic léinn dídeanaithe i Meán Fómhair 2024. Ghlac Coláiste na hOllscoile, Corcaigh (UCC) le mac léinn amháin, agus tá fáilte curtha ag Coláiste na hOllscoile, Baile Átha Cliath (COBÁC) roimh bheirt mhac léinn.

Tugann na mic léinn seo réimse fairsing taithí agus scileanna éagsúla go hÉirinn, rud a shaibhríonn na pobail acadúla, ghairmiúla agus shóisialta a bhfuil siad páirteach iontu. Roinneadh rath agus foghlaim an tionscadail go hidirnáisiúnta, lena n-áirítear san Iodáil, san Eilvéis, sa Bhruiséil, sa tSeapáin agus sna Stáit Aontaithe.



Sebastine Akom, scoláire Passworld an AE in Ollscoil na Gaillimhe.

Féach ar YouTube

Coláiste Aoisbhách

Léirítear tiomantas Choláiste an Leighis, an Altranais agus na nEolaíochtaí Sláinte (CMNHS) don chuimsitheacht agus don éagsúlacht trí thionscnaimh éagsúla a thacaíonn le haois. In 2023/2024, tacaíodh le trí thionscadal i dtrí scoil an Choláiste tríd an tionscnamh maoinithe don Choláiste Aoisbhách. Maoiníodh go leor tionscadal chun gníomhaíochtaí nua a spreagadh agus chun réimsí láidreachta teagaisc, taighde nó for-rochtana a neartú. Tá baint ag na tionscadail seo le 10 bPrionsabal Aoisbhácha an líonra domhanda d'Ollscoileanna Aoisbhácha (AFU). Trí na tionscnaimh seo, léiríonn an CMNHS a tiomantas do thimpeallacht chuimsitheach, ómósach agus shaibhirthe a chruthú do dhaoine de gach aois, le béim ar leith ar luach a thabhairt do dhaoine scothaosta den phobal agus caidreamh a bhunú leo.

Tá tuilleadh eolais faoi na tionscnaimh seo le fáil ag: universityofgalway.ie/agefriendlycollege

- **Ceardlann maidir le Coláiste Aoisbhách a chothú:** Bhí ceardlann ar siúl ar an 27 Meitheamh chun aird a tharraingt ar na ceardlanna éagsúla do dhaoine scothaosta a reáchtáladh le 12 mhí anuas.
- **Tráth na gCeist Idirghlúine:** D'eagraigh EDI CMNHS dhá thráth na gceist, faoi stiúir Michelle Canavan, Duygu Sezgin, Ciara O'Meara, chun daoine scothaosta as pobal na Gaillimhe, mic léinn, agus ionadaithe ó charthanachtaí ar nós ALONE agus CROÍ a thabhairt le chéile.
- **Tionscadal Foghlama Idirghlúine:** Rinne mic léinn teiripe saothair sa tríú bliain comhdhearadh ar shraith ceardlann, faoi stiúir an Dr Sinead Hynes agus an Dr Hazel Killeen, agus comhairleoirí eile do dhaoine scothaosta. Sna ceardlanna clúdáíodh topaicí mar chothú, folláine, sláinte chognaíoch, stair áitiúil, seandálaíocht, réalteolaíocht, grianghrafadóireacht, scéalaíocht agus scríbhneoireacht chruthaitheach.
- **Caifé Corcra:** Rinneadh triail phiolótach ar chaifé cuimhne faoi stiúir mic léinn chun tacú le daoine scothaosta atá buailte le cailliúint cuimhne agus lena gcuid cúramóirí. Cuireadh oiliúint ar mhic léinn i dteiripe chognaíoch spreagtha agus d'fhorbair siad clár sé seachtaine de ghníomhaíochtaí téamacha.

- **Modúl maidir le Maireachtáil go Folláin:** Bhí daoine a bhfuil riochtaí ainsealacha orthu i láthair ag modúl NU3103 Maireachtáil go Folláin chun a dtaithí saoil a roinnt le mic léinn. Ina dhiaidh sin, thug mic léinn altranais cuairt ar thithe altranais áitiúla chun caidreamh a chothú le cónaitheoirí agus tabhairt faoi ghníomhaíochtaí ceardaíochta.
- **Cluiche Éagothroime Néaltraithe:** Reáchtáladh imeachtaí comhairliúcháin i mBaile Locha Riach agus le linn imeacht an CMNHS maidir le Coláiste Aoisbhách a chothú chun an Cluiche Éagothroime Néaltraithe a chur in oiriúint do chomhthéacs na hÉireann. Tá an obair ar siúl, faoi stiúir an Dr Dyugu Szegzin, chun an dearadh a fheabhsú agus chun ábhar chártaí an chluiche a chur in oiriúint do sheirbhísí cúraim sláinte na hÉireann.



Tráth na gCeist Idirghlúine, mar chuid de thionscnaimh Aoisbhácha de chuid Choláiste an Leighis, an Altranais agus na nEolaíochtaí Sláinte.





Sprioc 5.

Peirspictíocht an chomhionannais a leabú san obair ó lá go lá sna feidhmeanna go léir.

Oiliúint EDI

Chuir an OVPEDl sraith chuimsitheach clár oiliúna sa Chomhionannas, Éagsúlacht agus Cuimsiú (EDI) ar fáil in 2023–24. Tá na cláir seo deartha chun cumas a fhorbairt agus timpeallacht chuimsitheach a chothú áit a bhfuil meas ar éagsúlacht ar fud na hinstitiúide.

Cuireadh leis an bportfóilió oiliúna in 2023–24 chun aghaidh a thabhairt ar phríomhréimsí EDI:

- **Cultúr agus Iompar san Ionad Oibre:** Cuireadh oiliúint i ngníomh an tslua agus cláir feasachta ar Chomhionannas Ciníochas ar fáil chun dúshlán a thabhairt d’iompraíochtaí do-ghlactha agus chun cleachtais frithchiníochais a chur chun cinn.
- **Ceannaireacht Chuimsitheach:** Cuireadh tacaíocht do bhainisteoirí ar fáil trí chláir thiomanta mar an Clár Forbartha Ceannaireachta agus ‘Tábhacht na mBainisteoirí’, a dhíríonn ar chultúr cuimsitheach san ionad oibre a chruthú.
- **Tionscnaimh Shaintacaíochta:** Cuireadh cláir spriocdhírithe lena n-áirítear ‘Cúrsaí Máithreachais: Filleadh ar an Obair’, Feasacht ar Mhíchumas, agus oiliúint ar Néara-éagsúlacht i bhfeidhm chun tacú le riachtanais na foirne.

Gníomh an tSlua

Soláthraíonn oiliúint i nGníomh an tSlua na scileanna chun dúshlán a thabhairt d’iompraíochtaí do-ghlactha e.g. ciníochas, bulaíocht, gnéaschiapadh, agus iompraíochtaí míchuí eile, lena n-áirítear iad siúd a d’fhéadfadh a bheith normalaithe le himeacht ama.

Spriocghrúpa: Gach comhalta foirne.

Claontacht Neamh-chomhfhiosach

Soláthraíonn an oiliúint seo feasacht níos fearr don fhoireann ar chlaonadh neamh-chomhfhiosach, ar an taighde agus ar an tionchar a bhíonn ag claonadh neamh-chomhfhiosach i gcinnteoireacht, idirghníomhaíochtaí laethúla i gcinntí earcaíochta agus roghnóireachta, agus ar ghníomhaíochtaí spriocdhírithe chun dul i ngleic le tionchar na claontachta neamh-chomhfhiosáí.

Spriocghrúpa: Tá oiliúint i gClaontacht Neamh-Chomhfhiosach riachtanach do gach comhalta foirne a ghlacann páirt ar phainéil earcaíochta, ar phainéil mheasúnaithe ar ardú céime agus do chomhaltaí na bpríomhchoistí cinnteoireachta.

Oiliúint Comhionannais Ciníochas

Tá sé mar aidhm leis an oiliúint seo feasacht a chur chun cinn, cur le heolas na foirne agus acmhainneacht a fhorbairt maidir le ciníochas agus frithchiníochas in Ollscoil na Gaillimhe, idir theoiric agus chleachtas. Treoróidh an clár rannpháirtithe i dtreo cleachtas atá dírithe ar ghníomhartha, agus fócas aige ag an am céanna ar eispéiris bheo laistigh de thimpeallacht ardoideachais. Tugann sé deis do rannpháirtithe chomh maith machnamh a dhéanamh ar a bhféadfaidís a dhéanamh chun pobal cuimsitheach ollscoile a chur chun cinn.

Spriocghrúpa: Gach comhalta foirne, foireann atá ag plé le mic léinn.

Oiliúint dhearfach i leith na néara-éagsúlachta san ionad oibre

Tabharfaidh an oiliúint seo tuiscint mhaith ar an néara-éagsúlacht mar chineálacha difriúla inchinne agus déanfar iniúchadh ar na huirlisí is gá chun ionad oibre néara-chuimsitheach a chruthú. Baintear leas as an bhfianaise is fearr atá ar fáil, lena n-áirítear eispéiris thrasnacha agus cás-staidéir.

Spriocghrúpa: Gach comhalta foirne.

Léiriú Inscne, Féiniúlacht Inscne & Éagsúlacht

Tá sé mar aidhm ag an gceardlann seo tacaíocht institiúideach a fheabhsú don fhoireann agus do mhic léinn trasinscne agus neamh-dhénártha. Fiosraíonn na rannpháirtithe eispéiris reatha na bpobal seo in Éirinn agus cothaíonn siad líofacht i dteanga agus i dtéarmaíocht mheasúil. Cuireann timpeallacht thacúil ar chumas rannpháirtithe ceisteanna a chur, straitéisí comhghuaillíochta a fhorbairt, agus cuirtear réitigh phraiticiúla ar fáil do chleachtais oideachais níos cuimsithí.

Spriocghrúpa: Gach comhalta foirne.

Tábhacht na mBainisteoirí

Cuirfidh an clár oiliúna seo comhairle bainistíochta agus ceannaireachta ar fáil maidir le:

- Conas cultúr a chruthú ina bhfuil meas agus tacaíocht don fhoireann ar fad, lena n-áirítear freagrachtaí seachtracha.
- Conas tacú le fostaithe a bhfuil freagrachtaí cúraim orthu agus conas filleadh ar obair tar éis saoire a bhainistiú.

Spriocghrúpa: Bainisteoirí líne agus maoirseoirí.

Cúrsaí Máithreachais: Filleadh ar an Obair

Ceardlann idirghníomhach agus phraiticiúil 3 uair an chloig ar líne atá deartha chun cabhrú le tuismitheoirí nua a ullmhú agus tacú leo dul i dtaithe ar an ionad oibre tar éis saoire mháithreachais/uchtaithe.

Spriocghrúpa: Foireann atá le filleadh/atá tar éis filleadh ó shaoire mháithreachais/uchtála.

Feasacht ar Mhíchumas

Tá an oiliúint trí uair an chloig deartha chun tacú le cur i bhfeidhm **Threoir na Foirne maidir le Míchumas san Ionad Oibre**.

Spriocghrúpa: Gach comhalta foirne agus go mór mór aon chomhalta foirne atá freagrach as comhalta foirne eile i.e. bainisteoirí líne agus Príomhthiaighdeoirí.

Let’s Talk About Race in the Higher Education Sector

Is é an modúl 30 nóiméad seo ceann de na chéad chéimeanna i bhfeasacht ar chiníochas a mhéadú san earnáil ardoideachais. Cuideoidh an oiliúint leis an bhfoireann teacht ar chomhthuiscint, agus aghaidh a thabhairt, ar na polasaithe, próisis agus cleachtais institiúideacha a dhéanann neamhionannas idir comhaltaí foirne agus mic léinn ó chúlraí éagsúla a neadú agus a athchruthú.

Spriocghrúpa: Gach comhalta foirne.

Oiliúint i gClaontacht Neamh-Chomhfhiosach

Tá sé mar aidhm leis an modúl ar líne, ar éileamh seo, blaiseadh a thabhairt de na bunghnéithe a bhaineann le claontacht neamh-chomhfhiosach, cineálacha claontachta, agus na bealaí éagsúla chun dul i ngleic le claontacht nó aghaidh a thabhairt uirthi.

Spriocghrúpa: Gach comhalta foirne.

EDI san Ardoideachas

Cur chuige nasctha atá i gceist leis an gclár ar líne, ar éileamh seo chun tuiscint a fháil ar shaincheisteanna EDI agus cearta daonna san Ardoideachas.

Spriocghrúpa: Gach comhalta foirne.

Oiliúint don Chéad Phointe Teagmhála i gCás Nochtadh

Cuirtear na scileanna cuí ar fáil do rannpháirtithe an chláir oiliúna seo chun go mbeidh ar a gcumas glacadh le heolas a nochtfar dóibh maidir le foréigean gnéis agus ciapadh gnéis a bheith déanta ar dhaoine.

Spriocghrúpa: Comhaltaí Foirne agus Mic Léinn.

Clár Forbartha Ceannaireachta

Cuireadh Clár píolótach Forbartha Ceannaireachta ar siúl i mí an Mhárta 2024 trí chomhpháirtíocht idir an Oifig Foghlama agus Forbartha, Acmhainní Daonna agus Oifig an Leas-Uachtaráin Comhionannais, Éagsúlachta agus Cuimsithe (OVPEDI), agus seolfar go foirmiúil é i Meán Fómhair 2024. Is tionscnamh é seo faoi na Pleananna Gnímh do Chomhionannas Inscne agus Athena Swan.

Tá luachanna comhionannais, éagsúlachta agus cuimsithe san áireamh sa chlár, atá mar chuid de chúram níos leithne an OVPEDI chun EDI a leabú i bpróisis, nósanna imeachta institiúideacha agus oibríochtaí laethúla na hOllscoile.

Tá an Clár Ceannaireachta deartha chun tacú le comhaltáí foirne meánleibhéil agus sinsearach, amhail Cinn Scoile, Cinn Disciplín, Cinn Aonaid, Bainisteoirí Sinsearach (Grád 5 nó os a chionn), Oifigigh Theicniúla Sinsearach, Taighdeoirí Sinsearach agus Príomhthaghdeoirí, a bhfoirne, scoileanna, ranna agus tionscadail a threorú go héifeachtach le meas, le héifeachtúlacht agus le héifeachtacht. Ghlac 16 dhuine páirt sa chlár, as fud fad na gcoláistí, na n-aonad lárnach agus na bpost sinsearach taighde.

An tUachtarán Ionaide Meabharráin, an tOllamh Peter McHugh, an Dr Laura Loftus, Kevin O'Sullivan, Declan McGrath, Aisling Conroy, an Dr Andrew Hunter, an Dr Jane Conway, Niamh Kavanagh, Tricia Cunningham, an tOll. Laoise McNamara, Naomh Cassidy, an Dr Enda Howley, an tOll. Erin McCarthy, an Dr Daniel Savery.

Tá trí chuid sa chlár: cúig cheardlann ar an láthair a thugann aghaidh ar thopaicí bunúsacha ceannaireachta (A Bheith i do Cheannaire, Cumarsáid a Dhéanamh mar Cheannaire, A Bheith i gCeannas ar Dhaoine Eile, Tú Féin a Bhainistiú agus Athrú a Dhéanamh), trí cheardlann roghnacha ar leith, agus tacaíocht chóitseála ag an deireadh.

Gné shainiúil den chlár is ea go gcuirfidh cainteoir inmheánach as Ollscoil na Gaillimhe críoch le gach ceardlann, rud a thabharfaidh comhthéacs institiúideach agus taithí don phróiseas foghlama.

Tar éis an chlár píolótaigh, fuarthas aiseolas thar a bheith dearfach ó rannpháirtithe, agus béim ar leith á leagan ar luach an líonraithe piaraí, an tionchar cumhachtach a bhí ag scéalta na gceannairí inmheánacha, agus na deiseanna a cruthaíodh chun machnamh comhoibríoch a dhéanamh ar dhúshláin cheannaireachta i gcomhthéacs an ardoideachais.

Spriocghrúpa: Gach comhalta foirne.

Polasaí maidir le Socruithe Réasúnta do Mhic Léinn in Ollscoil na Gaillimhe

Tá mic léinn faoi mhíchumas, mic léinn le riochtaí sláinte leanúnacha coirp nó meabhairshláinte nó le deacrachtaí foghlama sonracha i dteideal de réir an dlí Socruithe Réasúnta a bheith ar fáil dóibh de réir mar is gá chun tacú leo lena gcuid staidéir. Déanann mic léinn iarratas chuig an tSeirbhís Tacaíochta Míchumais agus déanann siad measúnú riachtanas le Comhairleoir Míchumais chun moltaí oiriúnacha maidir le socruithe réasúnta a chinneadh.

Forbraíodh an Polasaí maidir le Socruithe Réasúnta do Mhic Léinn trí chomhairliúchán fairsing idir Deireadh Fómhair 2022 agus Márta 2024. Bhí an próiseas forbartha faoi stiúir Ghrúpa Oibre an Pholasaí maidir le Socruithe Réasúnta, ar a raibh ionadaithe ó Oifig an Leas-Uachtaráin Comhionannais, Éagsúlachta agus Cuimsithe (EDI); Oifig Dhéan na Mac Léinn; an Fhoireann Acadúil; an tIonad Rochtana/an tSeirbhís Tacaíochta Míchumais; agus Comhaltas na Mac Léinn.

Faomhadh an Polasaí maidir le Socruithe Réasúnta do Mhic Léinn in Ollscoil na Gaillimhe (QA092) ag cruinniú na Comhairle Acadúla an 4 Meitheamh 2024 agus tá sé ar fáil anois ar láithreán gréasáin na hOllscoile ag an seoladh seo a leanas: [universityofgalway.ie/media/registrar/docs/policiesfromjune2024/QA092-Student-Student-Student](https://www.universityofgalway.ie/media/registrar/docs/policiesfromjune2024/QA092-Student-Student-Student)

Cur i bhFeidhm agus Tionchar a Thomhas: Tionscadal Polasaí maidir leis an tSamhail Leithdháilte Ualaigh Oibre (WAM) agus Feidhmíocht Fhorásach

Tugadh faoi thionscadal sé mhí trí chomh-urraíocht ar Oifig an Leas-Uachtaráin Comhionannais, Éagsúlachta agus Cuimsithe agus Acmhainní Daonna chun meastóireacht a dhéanamh ar fheidhmiú agus ar éifeachtacht bhraite na bpolasaithe maidir leis an tSamhail Leithdháilte Ualaigh Oibre agus Feidhmíocht Fhorásach. Faomhadh na polasaithe seo i samhradh na bliana 2023 agus moladh iniúchadh a dhéanamh ar dhul chun cinn institiúideach chun cabhrú leis an gcur i bhfeidhm go dtí seo a thomhas agus chun moltaí a sholáthar maidir le monatóireacht a dhéanamh ar fhorbairt.

Áirítear le cuspóirí an tionscadail: measúnú a dhéanamh ar stádas reatha an chur i bhfeidhm; aiseolas a bhailiú ar dhúshláin agus ar dheiseanna; meicníochtaí monatóireachta a fhorbairt don dá pholasaí; agus tuairisc a sholáthar ar shonraí cur i bhfeidhm agus tionchair bhliain 1. I measc na nithe insoláthartha tá: comhairliúchán agus cumarsáid le páirtithe leasmhara; próisis cur chun feidhme a thagarmharcáil i gcoinne institiúidí eile; uirlisí iniúchta agus suirbhéireachta chun sonraí a bhailiú; agus an comhairliúchán, an tagarmharcáil, agus na sonraí a thiomsú i dtuarascáil deiridh.

Cabhróidh an tionscadal leis an institiúid a hathbheireithniú ar an iarratas ar Ghradam Airgid Athena Swan a chríochnú, chomh maith le tuilleadh meastóireachta agus monatóireachta ar pholasaithe maidir leis an tSamhail Leithdháilte Ualaigh Oibre agus Feidhmíocht Fhorásach de réir mar a fhorbróidh siad.

An Tionscadal maidir leis an gCuraclam a Dhíchoilíniú

Is cuid ríthábhachtach é an tionscadal maidir leis an gCuraclam a Dhíchoilíniú arna stiúradh ag an Dr Tanja Kovacic dár dtiomantas ar fud na hollscoile an curaclam a bhunathrú agus a éagsúlú. Tá sé mar aidhm ag an tionscadal tacú le forbairt, le cur i bhfeidhm agus le measúnú tionscnamh agus idirghabhálacha chun an aidhm seo a bhaint amach. Féachann sé freisin le huirilís a fhorbairt chun tacú leis an bhfoireann acadúil, trí thacú le SDGanna a leabú laistigh den churaclam, lena n-áirítear peirspictíochtaí éagsúla ón Deisceart Domhanda, ón bhFáinníocht, ón Léann Dúchasach agus Léann na nDaoine Dubha.

Is iad seo a leanas aidhmeanna an tionscadail:

- Dea-chleachtais a aithint chomh maith le hanailís a dhéanamh ar bhearnaí maidir le comhionannas, éagsúlacht eitneach, dúchas agus aghaidh a thabhairt ar éagothroime ciníoch i gcuraclaim ardoideachais agus oideolaíocht i gcuraclaim éagsúla i ndisciplíní Ollscoil na Gaillimhe.
- Athbheithniú a dhéanamh ar na huirilís atá ann cheana chun curaclaim san ardoideachas a dhíchoilíniú agus a aithint cad a d'fhéadfadh a bheith ábhartha d'Ollscoil na Gaillimhe.
- Anailís a dhéanamh ar an litríocht go náisiúnta agus go hidirnáisiúnta chun dea-chleachtas a thuiscint maidir le húsáid ábhair éagsúla laistigh den churaclam, ag tarraingt ar thaighde ón Deisceart Domhanda, Léann na nDaoine Dubha, Léann Dúchasach, agus Fánaíocht.
- Tacú le páirtithe leasmhara inmheánacha agus comhairle a thabhairt dóibh maidir le hidirghabhálacha a fhorbairt, measúnú a dhéanamh ar dhul chun cinn ar leibhéal institiúideach, agus idirghabhálacha ar fud na hinstiúide a aithint lena n-áirítear dea-chleachtas.



Tosaíochtaí Chlár Oibre EDI 2024–25



Comhionannas Inscne

- Cur isteach ar chreidiúnú Institiúideach Athena Swan ag leibhéal an Airgid i mbabhta Aibreán 2025.
- Cuirfidh Scoil an Ghnó & na hEacnamaíochta isteach ar chreidiúnú Athena Swan ag leibhéal an Airgid.
- Ríomhíris Athena Swan le foilsiú gach ráithe.
- Creat Forbartha Bainistíochta agus Ceannaireachta a sheoladh i gcomhpháirtíocht le Foghlaim & Forbairt.
- Seimineár ar an mBearna Phá idir na hInscní a reáchtáil.
- Imeacht Comhionannais Inscne maoinithe ag ENLIGHT+ a chomheagrú in Ollscoil Comenius, an Bhrataisláiv.
- Caibidil a chur le himleabhar Ghrúpa Coimbra ar an ábhar 'Tábhacht EDI'.
- Obair comhionannais inscne a chur i láthair ag Comhdháil Bhliantúil Ghrúpa Coimbra, Bologna i mí an Mheithimh 2025.



Foréigean Gnéis agus Ciapadh Gnéis a Chosc agus Freagairt dóibh

- Comhthuiscint a chothú ar an gclár oibre don Fhoréigean Gnéis agus Ciapadh Gnéis a Chosc agus Freagairt dóibh in Ollscoil na Gaillimhe.
- Timpeallacht shábháilte agus ómósach a chothú do phobal na hOllscoile.
- Seirbhís chomhairleach rúnda ghairmiúil a sholáthar do phobal na hOllscoile ar chúrsaí a bhaineann le Foréigean Gnéis agus Ciapadh Gnéis.
- Timpeallacht thacúil a sholáthar do phobal na hOllscoile a bhfuil tionchar ag Foréigean Gnéis agus Ciapadh Gnéis orthu.
- Sonraí/Taighde a úsáid chun an clár oibre a mheas, aghaidh a thabhairt air agus tuairisciú air.



Comhionannas Ciníocha

- Tosaíocht do chomhionannas ciníocha sa chéad Phlean Straitéiseach eile de chuid Ollscoil na Gaillimhe agus i bPleananna Straitéiseacha na gColáistí.
- Rannpháirtíocht i Measúnachtaí Tionchair Comhionannais a neartú.
- Cód Iompair Soláthraithe agus Clár Éagsúlachta Soláthraithe a fhorbairt.
- Struchtúr láidir a fhorbairt chun tacú le dualgais na gComhairleoirí Comhionannais Ciníocha EDI sna coláistí.
- Tacú le forbairt agus le cur i bhfeidhm Uirlisí Earcaíochta Cuimsithí agus feachtais Earcaíochta Foirne.
- Oibriú leis an mBainisteoir Sonraí EDI, an Stiúrthóir Acmhainní Daonna agus an Leas-Uachtarán Talghde agus Nuálaíochta chun gníomhartha sainithe sonraí eitneachta a chur chun cinn.
- An Tuarascáil Bhliantúil faoi Chomhionannas Ciníocha 2023–24 a chríochnú agus a fhoilsiú.
- Bunlíne a leagan síos chun dul chun cinn acadúil agus gairme a thomhas.
- Meicníocht a fhorbairt chun cásanna ciníochais a chur ar an taifead.
- Sprioc 30% den fhoireann agus na mic léinn a chríochnaíonn oiliúint EDI / Frithchiníochais.



Dearadh Uilíoch (UD) agus Inrochtaineacht

- Cur i bhfeidhm UD a leathnú agus a dhoimhniú agus cleachtas a roinnt go náisiúnta agus go hidirnáisiúnta.
- Tógáil ar éachtaí sna timpeallachtaí tógtha agus digiteacha chun cultúr campais a chothú atá fáilteach, cuimsitheach, sábháilte agus saor ó leatrom (Sprioc Straitéise EDI 4).
- Labhair an Dr Deirdre McHugh agus Imelda Byrne, Ceannasaí an Ionaíod Rochtana, faoinár ndul chun cinn i dtreo campas fisiciúil atá deartha go huilíoch ag an gcomhdháil mór le rá idirnáisiúnta UD2024, in Osló, i mí na Samhna 2024.
- Tionólfar Comhdháil Líonra Rochtana na hEorpa 2025 in Ollscoil na Gaillimhe i mí an Mhárta 2025.
- Ceapfaidh an Ollscoil Bainisteoir an Dearaidh Uilíoch chun prionsabail UD a leabú tuilleadh.
- Leanúint le hoiliúint foirne a sholáthar maidir le cáipéisí inrochtana a chruthú agus oiliúint agus acmhainní a fhorbairt chun go mbeidh eolas ag an bhfoireann ar fad ar phrionsabail UD.
- Leanúint ar aghaidh ag úsáid ghuth na mac léinn ar gach feabhsú inrochtaineachta trí Fhóram na hInrochtaineachta Fisiciúla.

Go raibh maith agat

Tugann Tuarascáil Bhliantúil EDI léargas ar an raon leathan cuspóirí agus gníomhaíochtaí a cuireadh i bhfeidhm chun comhionannas agus cuimsiú a chur chun cinn in Ollscoil na Gaillimhe. Tá ceannaireacht, rannpháirtíocht agus tiomantas na foirne agus na mac léinn ríthábhachtach don obair chomhoibríoch seo. Ba mhaith leis an bhfoireann EDI aitheantas a thabhairt don obair fhairsing a rinne comhghleacaithe, mic léinn agus comhpháirtithe pobail a dhéanann difríocht shuntasach do phobal na hollscoile.



OLLSCOIL NA GAILLIMHE
UNIVERSITY OF GALWAY

Comhionannas, Éagsúlacht agus Cuimsiú

Tuarascáil Bhliantúil 2023–24

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

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