

# EQUALITY, DIVERSITY AND INCLUSION

Faculty of Education and Health Sciences, University of Limerick

ISSUE NO. 5  
NOVEMBER, 2022

## Equality, Diversity and Inclusion (EDI) Committee



- Dr. Aoife Neary from the School of Education and the EDI Committee Co-Chair has been appointed the first Assistant Dean for EDI in the Faculty. Congratulations Aoife and all the Committee look forward to supporting you in your new role. The Committee welcomes a new part-time Faculty EDI Research Assistant, Mary Collins, to the team.
- The first meeting of the informal EHS EDI Forum was held on Nov 4th. The purpose of the Forum is to facilitate discussion around common Athena Swan and EDI issues and challenges facing the six Schools/ Departments and provide a mechanism for co-operation and collaboration around these issues. The Forum is open to all members of the local SAT/EDI committees, the next meeting is on Feb 1st.
- The HEA 'Race Equality Report' was discussed and workshopped at Committee meetings over the past year leading to the development of a draft EHS "Race'/ Ethnicity Equity Action Plan'. This will feed into the UL Ethnic Diversity Forum which is tasked with developing a UL wide Action Plan on the same issue. The EHS EDI draft is available to view [here](#).
- A four year EHS EDI EU PhD Fee Waiver was awarded this year by the Committee to PhD student Jade Gill, supervised by Dr. Jennifer McMahon and Dr. Anca Minescu. Jade's PhD proposal is entitled 'Effects of school based social emotional interventions on migrant girls' sense of belonging and emotional wellbeing'.
- The Committee advocacy work continues with significant progress made on the 'Conflict of Interest' policy as well as initiating discussions with HR around changes needed to the PDR process. Updates on all the Committees actions and progress is available on the [Action Log](#).
- The Annual Faculty EDI Progress Report (Aug 21—Aug 22) was presented at Faculty Board in November and is available [here](#) to view.
- All reports and documents relating to meetings this semester are available [here](#).

## Athena Swan in EHS



- \* The School of Allied Health and School of Medicine continue their AS bronze award renewal work aiming to submit their applications in January 2023. The School of Education is also seeking their bronze award, submitting next February.
- \* In parallel, the Institution is working on it's silver award application also aiming for submission in December.

## EDI in Action



- \* The Department of Nursing and Midwifery has been working to increase EDI visibility and capacity among staff and students:
  - an electronic notice board has been installed in the lobby of the Department which feeds through information about EDI events, student achievements and any other news of interest. It is linked to the Departments social media platform and maintained by the admin staff in the Department.
  - At each Department meeting, the EDI Committee Chair selects one item from the AS Action Plan to talk about in detail, which facilitates more engaged involvement from the staff rather than a straightforward written report.
- \* The Department of Psychology have set up a 'Department of Psychology Incident Reporting System' (DPIRS) to monitor the number and type of discrimination, mistreatment, bullying or harassment incidents that occur in the Department. It is a short anonymous questionnaire where colleagues can notify, at minimum, that an incident occurred. They can also use the mechanism to request a meeting with someone from the Departmental AS committee if they want to talk in person and/or get further advice on when and how a complaint should be filed.
- \* The EHS EDI Committee is once again initiating a progression support panel for people interested in applying for the recently advertised 'Progression across the Merit Bar/ Granting Multi-Annual Status to Tenure Track Academic Staff'. The panel will be made up of people who have successfully progressed in the past and who are willing to offer their knowledge and expertise (currently looking for volunteers). The list is available here [Progression Across the Bar Advice and Support List](#) and as the list builds, if anyone is applying for progression, please visit the list and make contact with a colleague.