



Navigate stories

Welcome to our Human Rights-EDI eNewsletter

Limerick Pride Parade & UL Staff LGBTQI+ Network Open To All

Culture Night 2023

United Nations International Day of Older Persons

Academic & Professional Empowerment Network

Introduction to Pronouns for UL Staff

Launch of the National Speak Out Report

Other News

UL Human Rights eNewsletter is intended for circulation among staff and students of University of Limerick. Extracts from this newsletter should not be published without the permission of the editor.



Limerick Pride Parade



Culture Night



UN Day of Older People



APEX Event



Pronouns



Speak Out



## Welcome to our December 2023 HREDI eNewsletter

The last 6 months have been very busy months for the Human Rights, Equality, Diversity & Inclusion Unit culminating with the launch of the Human Rights, Equality, Diversity & Inclusion (HREDI) Strategy (2023-2027) on Tuesday 12th December by Sinead Gibney, Chief Commissioner of the Irish Human Rights Equality Commission (IHREC) and Professor Kerstin Mey, President of UL.

To ensure comprehensive coverage, numerous working groups under each of the key HREDI pillars were formed and we aligned those groups across the institution with the overall HREDI focus ensuring representation on the HREDI Steering Committee and setting up committees where none existed e.g. Staff Disability Forum; Age Friendly University Committee; EqUL – Staff LGBTIQA Forum; Ethnic Diversity Forum etc.

Grounded in values such as social justice, agency, inclusivity, empowerment, and respect, this university actively seeks to dismantle barriers and biases in every facet, from admissions and academia to staffing and governance.

We are not reinventing the wheel; rather, we are aligning our responsibilities as a public sector entity under the requirements of the Irish Human Rights and Equality Commission Act 2014 Section 42 (1) to achieve this goal and fulfill our obligations under the Public Sector Duty. In doing so, we contribute to the institution's Sustainability Goals in particular the goal of becoming an Egalitarian University by 2030 fully dedicated to guaranteeing equity in terms of rights, respect, representation, recognition for all its students and university staff.

Our aim is to go beyond just ensuring that we meet the requirements of our duty as this allows us to focus our attention on the culture of an institution and the culture of

an institution is an expression of a dominant set of values. These values underpin our mission to promote equality and human rights, dismantle barriers, and engage in positive actions in the realms of employment, education, and learning provision, especially for the identified groups. Our approach builds upon the deep-rooted values and traditions inherent to our institution.

The strategy will undergo continuous review throughout its lifespan to maintain flexibility and responsiveness to evolving needs.

I would like to express my sincere gratitude to each member of the working group (listed on pages 53 – 54), who represented staff, student life officers, and PSU representatives from across the institution. The extensive collaboration and consultation with stakeholders and working groups have played a vital role in shaping what I consider to be a robust strategy.

An electronic version of the *Human Rights, Equality, Diversity & Inclusion Strategy* is available [HERE](#).

This week also marked the release of the *National Speak Out Tool*, accessible [HERE](#). The report showcases key findings from an initial analysis of aggregated data collected across 18 participating Higher Education Institutions from October 2021 to October 2022. During the 12-month period under examination, a total of 682 individuals (219 Staff, 407 Students, and 56 Others - Visitors, Alumni, etc.) across the sector reported incidents encompassing Bullying, Harassment, Sexual Harassment, etc. In UL during the same timeframe, 8 Staff, 23 Students and 6 Others reported incidents. The Speak Out platform ensures complete anonymity. We extend our gratitude to those who have reported incidents, contributing valuable insights into the institutional culture. All reported incidents

undergo thorough review by the system Administrators (**Speak Out**) and the Sexual Harassment and Sexual Violence Prevention and Support Officer Maria Healy and through training and education initiatives on topics like Dignity & Respect, Handling Disclosure, etc., are consistently implemented, as outlined in this Newsletter.

We were also delighted with the results of the QS World University Rankings: Sustainability 2024 announced last week where under the Social Impact Category UL was ranked 51 in the world for equality. We will not become complacent as we know there is a lot more work to do.

I would also like to welcome Dr Niloufar Omid to our team. Niloufar is the Equality, Diversity, and Inclusion (EDI) Policy and Project Development Officer at the University of Limerick. Formerly, she was a postdoctoral researcher at the University of Galway, contributing to the Respect Project and Gender Pay Gap Project under the Office of the Vice President for EDI. Holding a Ph.D. in International Human Rights Law from the Irish Centre for Human Rights, School of Law, University of Galway, and an LLM in International Law, Niloufar specializes in the right to peace as a prerequisite for equitable, peaceful, and inclusive societies.

Finally may I wish you and yours a very Happy Holiday and Peaceful and exciting 2024. From the HREDI Department.



A handwritten signature in black ink that reads "Marie Connolly".

**Dr Marie Connolly**  
Director HREDI



## Limerick Pride Parade & UL Staff LGBTQI+ Network Open To All

Limerick Pride Parade 2023 took place on Tuesday the 8th July and all staff were welcomed to join colleagues from UL, TUS and MIC along with GOSHH in the Limerick Pride Parade 2023.

The UL LGBTQI+ Staff Network is open to all staff interested in supporting & connecting with LGBTQI+ staff and allies across UL. If you wish to join this network please email [EQUL@ul.ie](mailto:EQUL@ul.ie)

Thanks to Alex Hodgers and Jennifer Fahey de Brún co-chairs of the LGBTQI+ staff networks for organising the loan of the banner from VPGCE and all who joined in the celebrations on the day. It was great to see all the images and positivity from the event in print & on social media.

## Sun shines for Limerick Pride Parade 2023



Pictured at Limerick Pride Parade 2023 is a group from University of Limerick. See the Leader out on Wednesday for more photos!

PICTURES: OLENA OLEKSIENKO/LOVELIMERICK



Danny O'Dwyer, fashion designer; Jack Joseph Ryan, Abril Alejandro Bravo and Hugh Bennett



Dan Lawless from Lawless Flowers lending a hand at the parade



Filmmaker Bryan O'Brien and historian Sharon Slater



Tom and Ellis Walsh and Peter Byrne of HearIt.ie

SUNSHINE and rainbows were sparkling everywhere on Saturday as thousands of people took part in the Limerick Pride Parade 2023, writes Frances Fitzpatrick.

The theme for this year's pride festival is United in Solidarity to mark the 30th anniversary of the decriminalisation of homosexual acts between men in Ireland.

This year's grand marshal for the Pride Parade was former international soccer and rugby player Jackie McCarthy-O'Brien.

Beginning at City Hall at 2pm, the parade made its way around the city centre before ending at the Hunt Museum.

Hundreds of people draped in flags and covered

in glitter enjoyed the celebrations and shared special moments with friends and families.

The first event of this year's festival was the Rainbow River Swim Parade which took place at the end of June and proved very popular with the crowds.

Other events that made up the festival programme

included panel discussions, workshops and concerts.

Following the parade, PrideFest 2023 took place at the Hunt Museum with a showcase of local LGBT culture in a lavish marquee in the museum gardens.

This free family-friendly event included live music and plenty of entertainment

including the annual tea dance with Myles Breen.

Also on Saturday, Limerick Pride Climax Party Ft. The Vivienne took place at Dolan's Warehouse with International drag artist The Vivienne headlining a stellar line up including 'Dragged Up' with Paul Ryder, Regina George and Pixie hosted by Victoria Secret.



## Orientation Week Fair

HR-EDI had a Consent Stand in EGO-10 for the 1st year undergraduate orientation week 12th-15th September, where we focused on the importance of consent and bringing the students attention to the Active\*Consent workshops, which took place on the Friday of Orientation Week. We also used this opportunity to highlight the different support services available in the university in relation to sexual harassment and sexual violence, and the Speak Out tool.

## Active\*Consent Workshops

The Office of Human Rights – Equality, Diversity, and Inclusion were delighted to see such a strong turnout from our first-year students for the Active\*Consent workshops, which were facilitated by Maria Healy – Sexual Harassment & Sexual Violence Prevention and Support Officer and Emily Rosenkranz, Student Welfare Officer on Friday 15th of September. Over 1300 students attended the workshops, which aimed to foster a culture of respect, understanding, and open communication regarding consent.

The Active\*Consent Workshops aim to promote a positive approach to sexual health and to equip young people with the tools to recognise, and communicate about sexual



consent. This large attendance demonstrates our student's commitment to creating a safe and inclusive environment for everyone on our campus and we hope that the knowledge gained during this workshop will continue to shape our community positively.

Follow up workshops were facilitated online in November to allow students who were unable to attend during Orientation Week the opportunity to do so. To date over 2500 students have attended consent workshops. We look forward to seeing these important conversations continue to grow and evolve within the UL community, and beyond. If you have any questions, please do not hesitate to contact [maria.healy@ul.ie](mailto:maria.healy@ul.ie)



## CULTURE NIGHT

Culture Night took place on Friday 22nd September, 6-8pm in the Millstream Common Room, University of Limerick. This event was aimed specifically at postgraduate students to give them an opportunity to get to know other postgrads from all over the world.

The event was organised by the Irish Algerian Friendship Group (LIAF) in coordination with the ULPSU and EDI, supported by the School of Modern Languages and Applied Linguistics, UL



**CULTURE NIGHT 2023**  
Embrace the world  
Celebrating international music, literature and cultural diversity  
Openness | Discovery | Celebration | Belonging

Friday, 22nd September 2023, 6-8 pm,  
MCO-010, Millstream Common Room, University of Limerick



Organised by the Irish Algerian Friendship Group (LIAF) in coordination with the ULPSU and EDI, supported by the School of Modern Languages and Applied Linguistics, UL



**Bisexual:**  
A person who is romantically or sexually attracted to both men and women, or to more than one sex or gender.

**What can I do?**  
Don't assume a person in a different-gender relationship identifies as straight

Use inclusive language  
✗ e.g. Do you have a husband?  
✓ Do you have a partner?

**EqUL**

**Bisexual Visibility Day**  
23rd Sept

## EqUL: Celebrating Bisexual Visibility Day

Saturday 23rd September



Bisexual: A person who is romantically or sexually attracted to both men and women or to more than one sex or gender.

**What can I do?**

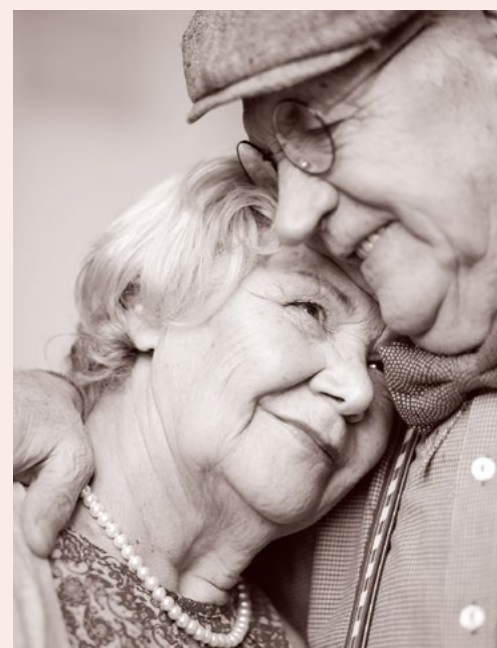
- Don't assume a person in a different gender relationship identifies as straight.
- Use inclusive language: Do you have a partner vs Do you have a husband.

## EqUL Meeting

Monday 25th September

EqUL held it's first in person meeting on Monday Sept 25th @ 1pm. EqUL is UL's LGBTQIA+ Staff Network open to LGBTQIA+ staff members, allies and any staff with an interest in the LGBTQIA+ community. All staff had a chance to meet the committee and fellow members, volunteer for open committee positions and contribute to the aims and goals of the network.





## UN Day of Older People Sunday 1st October

The theme for the United Nations International Day of Older Persons in 2023 was “Fulfilling the Promises of the Universal Declaration of Human Rights for Older Persons: Across Generations”.

Seventy-five years ago, the United Nations General Assembly adopted the Universal Declaration on Human Rights, a monumental document in the history of human rights. Written by representatives from around the world with different legal, cultural, and linguistic backgrounds, it is the first document articulating the fundamental human rights that are meant to be universally protected. In recognition of this milestone, and looking to a future that delivers on the promise to ensure that all persons, including all older persons, fully enjoy their human rights and fundamental freedoms, the 33rd commemoration

of the United Nations International Day of Older Persons focused on the theme of “Fulfilling the Promises of the Universal Declaration of Human Rights for Older Persons: Across Generations”.

Earlier this year UL established its own Age Friendly University Committee within the remit of the Director of Human Rights, Equality, Diversity and Inclusion. Its task is to explore ways to facilitate the greater participation of older people in all aspects of the university’s activities and further intergenerational dialogue. The Committee is currently finalising its action plan for 2023/24.

Anyone with suggestions may contact the co-chairs, Prof. Rose Galvin [rose.galvin@ul.ie](mailto:rose.galvin@ul.ie) or Prof. em. Joachim Fischer [joachim.fischer@ul.ie](mailto:joachim.fischer@ul.ie)



## Disclosure Training

The Do’s & Don’ts of Handling Disclosures was delivered by Dr Michelle Walsh on the 3rd and 5th of October to staff and students. A total of 69 people attended this training.

Disclosures can happen anywhere, to anyone. Have you ever wondered how you would respond to a disclosure?

The purpose of these workshops is to equip people with the skills to enable them to feel comfortable and confident should someone come to them with a disclosure, while being able to signpost them to the relevant supports.

A 4-hour more detailed workshop for Handling Disclosures was facilitated by Dr Michelle Walsh also on the 18th of October. Staff members of Student Life, UL Global and Student Affairs attended this training.

## Intersectionality Workshop

Thursday 5th October

Dr Lucy Michael delivered an Intersectionality Workshop on Thursday 5th October from 10-1pm in AD1-045/046, Analog Devices Building. The definition of Intersectionality is “an acknowledgement that social inequalities are not just summative but mutually constituting”.

The objectives of this workshop were as follows:

- To provide an understanding of intersectionality as an approach
- To identify how intersectionality is relevant and important for equality and HEIs
- Takeaway practical strategies for implementing intersectional approaches.

A total of 27 people attended this workshop.



**Lesbian Visibility Day**  
8th Oct

**Lesbian:** A woman who is sexually or romantically attracted exclusively to other women

**Did you know?**  
Many LGBTQIA+ people are still hesitant to be 'out' at work for fear of prejudice or discrimination.

**What can I do?**

- ✓ Talk openly about your own lesbian, gay and bisexual friends and family at work.
- ✗ Don't make jokes/engage in banter which are degrading to a person's sexual orientation.

**EqUL**



**Did you know about our Student Designated Contact Persons Panel?**

UL is committed to promoting a culture in which incidents of sexual harassment and/or sexual violence will not be accepted and will not be tolerated. All incidents will be acknowledged and thoroughly investigated mindful of the victim's wishes and our duty of care to the campus community ensuring that UL provides a safe, positive, and respectful work, study, extracurricular and social environment space where students and staff thrive, flourish, and develop to their full potential.

**The Student Designated Contact Persons Panel (SDCPP) has been established to support students who may have experienced or are currently experiencing incidents of sexual harassment and sexual violence. They will act as a sounding board providing a complainant with information in relation to supports and reporting options should they wish to avail of them.**

Members of the SDCPP are staff volunteers who know and understand the institution's environment and are familiar with the institution's sexual harassment and sexual violence policies and procedures and have been trained to act as a first point of contact.

To find out more visit: [www.ul.ie/equality-diversity-inclusion](http://www.ul.ie/equality-diversity-inclusion)

**Philip Desmond**  
**Dr Ronni Greenwood**  
**Dr Tracey Keogh**  
**Róisín Monaghan**  
**Dr Sylvia Murphy**

**UNIVERSITY OF LIMERICK** Human Rights, Equality, Diversity and Inclusion

## Student Designated Contact Persons Panel

The **Student Designated Contact Persons Panel (SDCPP)** has been launched and are available to support students who have experienced or are currently experiencing any form of sexual harassment or sexual violence. Details of the SDCPP and how to contact a member of the SDCPP is now live on the HR-EDI webpage.



## Free Lunch and Mingle APEX Event Wednesday 18th October

APEX: UL's Academic & Professional Empowerment Network is open to ALL staff and provides a great opportunity to network with UL colleagues, share knowledge and listen to some great discussions from internationally renowned speakers.

On Wednesday 18th October we were very excited to host International Diversity Equality and Inclusion expert **Yolanda F Johnson** for her only appearance at an Irish university on **Wednesday 18th October from 1-2pm.**

Yolanda F. Johnson has had an outstanding career as a performing artist and philanthropist; as a composer, as an educator, and as a supporter of the arts and women's equity. Yolanda is a member of the Sigma Alpha Iota International Women's Music Fraternity and has more than a decade of experience as a worship leader and church music director. She has been a featured presenter at Performing the World International Performing Arts Conference. She was also on the voice and music composition faculty at the Mozartina Music Conservatory. Yolanda is on the artist roster of the Westchester Chamber Soloists. In addition to her life

as an artist, Yolanda is also a current International Advisory Board member of and the former Representative for the Foundation for Post-Conflict Development to the United Nations, a member of the board of directors of the Hudson River Museum, Special Advisor to the American Composers Orchestra, board of directors of PowHer NY, board of directors of the Lehman College Art Gallery and was the first African American President in the more than 40-year history of Women In Development, New York.

With her successful performance background as the basis, Yolanda created All the World's A Stage, a workshop that uses performance practice for confidence building, public speaking, and making the ask for yourself both personally and professionally. All the World's A Stage has a special installment geared specifically towards fundraising and philanthropy.

This event was a great opportunity to gain insights from Yolanda on how as a community in UL, we can create a more inclusive workplace.

Laura Ryan & Martin Cunneen  
(Co-Chairs APEX Network)



## INTRODUCTION TO PRONOUNS FOR UL STAFF

Tuesday 24th October



**Intro to Pronouns**  
Staff Training

He? She? They?

Respect those around you

Learn how to use them

24th Oct, 12-1pm  
On MS Teams

UNIVERSITY OF LIMERICK  
OLLSCOIL LUIMNIGH

Human Rights, Equality, Diversity and Inclusion

EqUL

The poster features a central silhouette of a person with a green outline. The background is split into green and pink sections. The text is in white and pink. At the bottom, there are logos for the University of Limerick, Human Rights, Equality, Diversity and Inclusion, and EqUL.

An Introduction to Pronouns in association with **EqUL**, UL's LGBTQIA+ Staff Network, the **Office of Director of Equality, Diversity and Inclusion** and delivered by **ShoutOut**, took place on Tuesday 24th October on MS Teams.

Topics covered included:

- An introduction to ShoutOut and their mission promoting LGBTQ+ inclusion through education
- Pronouns: what they are and why they matter
- Gender neutral pronouns: how to use them and what to do if you make a mistake
- Pronoun positivity and allyship, how pronouns can be used in a professional environment
- How to support someone with a name or pronoun change.



## Athena Swan Awards Ceremony in UCC

### Wednesday 8th November

On the 8th of November, University College Cork hosted the national Athena SWAN Awards Ceremony. The objective of the Athena SWAN Ireland charter framework is to support higher education institutions, schools and professional Units in impactful and sustainable gender equality work and to build capacity for evidence-based equality work across the equality grounds enshrined in Irish legislation.

Professor Stephen Byrne, Deputy President & Registrar and the Chair of the University's Athena SWAN Steering Group welcomed delegations from Advance HE UK, Advance HE Ireland, the Higher Education Authority and representatives of more than 30 institutions and schools.

In April 2023 the University of Limerick became the first higher education institution in Ireland to win an Athena Swan Silver Award for its commitment to promoting gender equality. In addition, the Kemmy Business School (KBS) also received a Silver Faculty Award, making it the first business school in Ireland to do so. This was co-led by Dr Caroline Murphy and Professor Finbarr Murphy. The Department of Mathematics & Statistics also achieved a Silver Athena Swan Award in September 2023. The Department was the first mathematical sciences department in Ireland to achieve a Bronze award, in December 2015, and that award was renewed in 2019.

In addition, the School of Allied Health led by Professor Judi Pettigrew, the School of Education led by Dr Petra Elftorp and the School of Medicine led by

Dr Evelyn Murphy, also achieved Bronze Athena Swan Awards for their work promoting equality for all.

Athena Swan Ireland Bronze and Silver awards were presented to more than 30 institutions or departments at the event at University College Cork in November.

The event included the presentation of a number of case studies about the awards including: Professor Lorraine Leeson, Associate Vice Provost for Equality, Diversity & Inclusion, Trinity College Dublin; Dr Caroline Murphy, Senior Lecturer, Kemmy Business

School, University of Limerick and Liz Hughes, Head of EDI at RCSI University of Medicine and Health Sciences.

Dr Caroline Murphy's presentation shared the journey to institutional Athena Swan Silver Award. Priorities included addressing gender imbalance, advancing representation of women at senior levels and sharing knowledge across the sector.

Thank you to all those involved in achieving this success.



## A Silver Athena Swan Award for the Department of Mathematics & Statistics



The HREDI Department would like to extend our congratulations to the Department of Mathematics & Statistics on achieving a Silver Athena Swan Award. The Department was the first mathematical sciences department in Ireland to achieve a Bronze award, in December 2015, and that award was renewed in 2019. Achieving a Silver Award recognises the department's on-going commitment to equality, diversity and inclusion and to delivering impactful measurable outcomes on their 2019 action plan.

Their successful application highlighted the growth in PhD numbers in the department @ 40% female. They also highlighted the increase in gender balance at both undergraduate level and amongst postdoctoral researchers since 2019.

Major congrats to Professor James Gleeson (Head of Department), to Dr. Alan Hegarty & Professor Sarah Mitchell (co-chairs) of the Self-Assessment Team (SAT) and to all members of the Department SAT. UL now has 2 Department Silver Awards (Physics & Mathematics & Statistics) and one Faculty Silver Award (KBS) alongside the first Silver Institution Award in Ireland. Well done to colleagues in the Department of Mathematics and Statistics on their splendid work in achieving a Silver Athena Swan Award!



## ATHENA SWAN

### Athena Swan Silver Institution Feedback

A Unanimous decision by assessment panel & commend UL for:

- UL was the first University in Irish history to appoint a woman President.
- 92% of all academic units now hold Athena Swan awards
- UL successfully applied for HEA funding for four SALI Professors, which required matching funding – 40% of the assessment was based on institutional progress on gender equality actions.
- The RGRAC grant, introduced in 2015, has had a positive impact on the career progression of female academic carers
- UL has led/co-led sectoral-funded projects to advance cultural change at a national level, e.g. PAA programme, race training programme, LEAD training programme.

### Highlights

Senior Leadership involved in Athena Swan Steering Committee chaired by President. AS/EDI work is included in the WAM; and there is recognition of the AS work in promotions.

The submission successfully demonstrates increased gender equality since UL's previous application of women at senior staff grades.

- 146% increase in the number of female associate professors (APs) – from 13 (31%) in 2019 to 32 (39%) in 2022.

- 28% increase in the number of female professors – from 18 (25%) in 2019 to 23 (31%) in 2022.
- 93% successful rate for women who applied for Senior Lecturer (SL) to AP.
- 46% increase in the number of women at Senior Administrative Office level 3 (SAO3) from two in 2018 to six at present.

### Good practice

Plans to improve engagement in and monitoring of Dignity & Respect training. This action includes:

- Making this training mandatory as part of the probationary requirements for new staff.
- Making refresher training a requirement every 3 years.
- Including a section in the PDRS documentation on essential training.

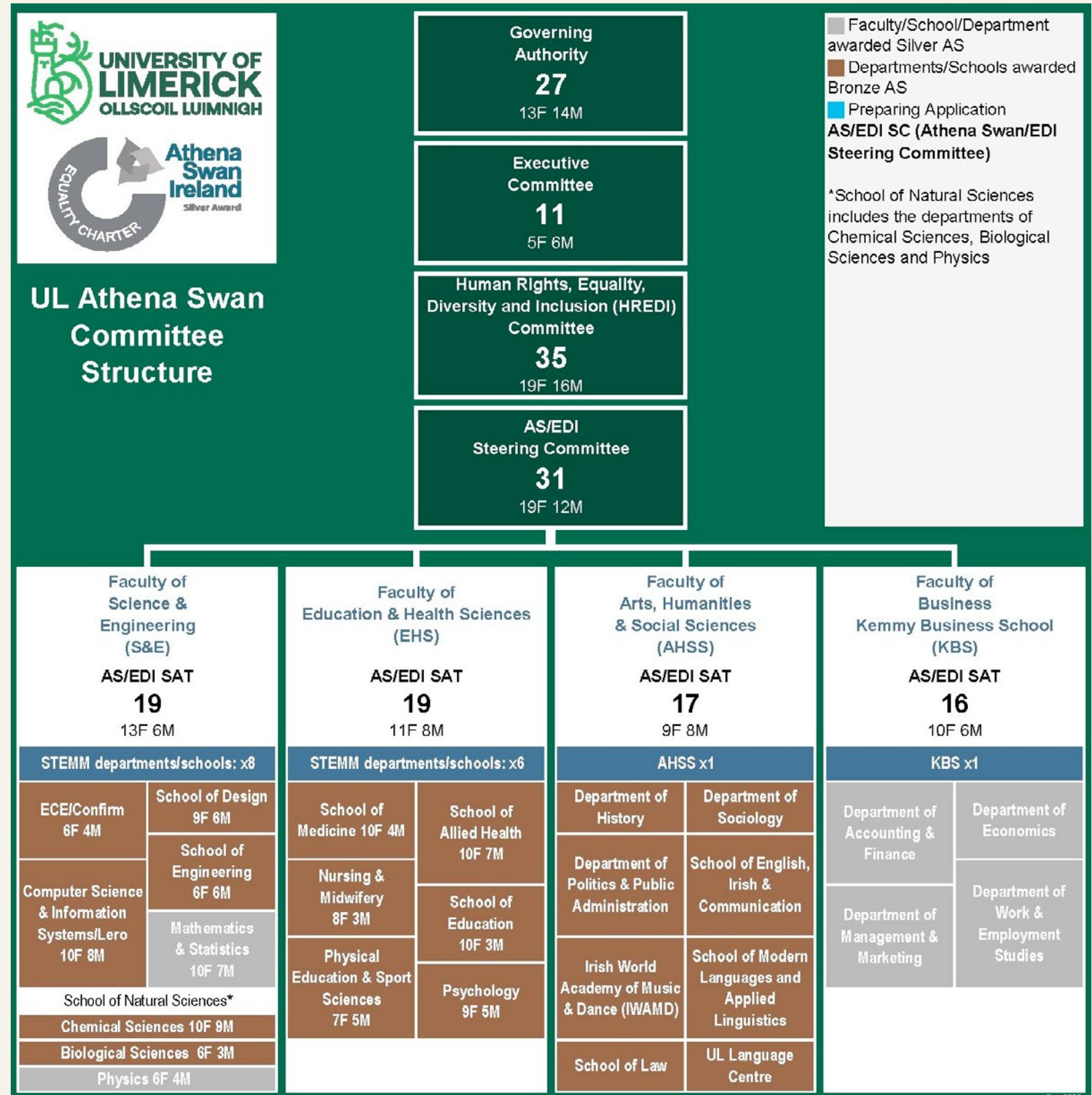
Plans to provide opportunities to get involved in projects & develop capabilities outside of daily task based on A School of Medicine best practice sees 10% of workload being ringfenced to enable people to work on projects and develop capabilities outside their daily tasks & managers to open up involvement in project work to all staff in their unit.

**Our successful submission can be requested from our website for consultation in Athena Swan/Equality Diversity & Inclusion work in higher education.**

## Athena Swan Success for School of Design / School of Architecture

Congratulations to everyone in the School of Design / SAUL on receiving their Bronze award this week and in particular to their self-assessment team (SAT) chaired by Dr Louise Kiernan.

All academic units in UL now hold a Silver or Bronze award.



## International Men's Day 2023

Tuesday 14th November

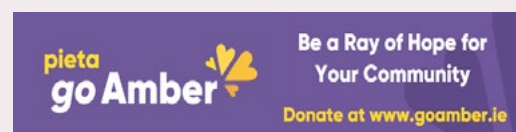


We were delighted to celebrate International Men's Day with Nora Conway, Clinical Manager, Pieta House, Mid-West in the Appellate Moot Courtroom, Glucksman Library on Tuesday 14th November from 1-2pm. One of the six pillars of International Men's Day is: "To focus on men's health and well-being: social, emotional, physical, and spiritual." In this light, the theme for IMD 2023 was "Zero Male Suicide". This event was attended by both staff and students.

Nora is a qualified Psychotherapist for 17 years and has been working as a Clinical Manager in Pieta House since 2010. Nora's role includes promoting Pieta service, providing support to staff and Clients, providing therapy for Clients who are experiencing suicidal ideation and people bereaved by suicide.

On the day Nora spoke about the following:

- Pieta Service
- Statistics regarding male death by suicide
- Reasons why people should ask for help
- Supporting someone who has thoughts of suicide
- Supporting people bereaved by suicide.



## CONSENT AMBASSADORS



A volunteering opportunity for students to become Consent Ambassadors was advertised through [www.studentvolunteer.ie](http://www.studentvolunteer.ie) and circulated by email to all students. This was created in conjunction with the President's Volunteer Award. Fourteen students attended training for this role on the 23rd of November which was facilitated by Dr Siobhán O'Higgins, Eva O'Byrne and Alex Black from the Active\*Consent Programme, University of Galway.

The Consent Ambassadors will support various consent initiatives throughout the academic year. This will include co-facilitation of the Active\*Consent workshops, helping at consent stands and handing out information at various events such as Rag Week and Bystander Intervention Week as well as creating and contributing to social media outputs.





## The Ethnic Diversity Forum

The Ethnic Diversity Forum held a series of panel discussions on topics such as ethnicity, migration, racism, integration and belonging in 2023. On Wednesday 22nd November the EDF held a panel discussion on “Experiences of integration in UL”. This was moderated by Edana Flynn PSU, Katie Martin Student Life and Matsaseng Ralekoala.

## SPEAK OUT

The launch of the National Speak Out Report took place on the 13th of December. This report gives an insight into reports made through the Speak Out tool from October 2021 to October 2022 and the next steps for the future.

Promotion of the Speak Out tool continues on campus. The HR-EDI office used the opportunity at both Orientation Fairs (UL Global & Undergrad) to highlight the tool. We also had a stand with Healthy UL at the Student Life initiative Well-Fair Wednesday where we promoted the tool. Posters have been hung up around campus to give visibility to the tool also.



## Sexual Harassment & Sexual Violence Policy and Procedure

A draft of this policy has been finalised and is currently going through the appropriate approval process. We are aiming to launch this policy early in Semester two 2024.



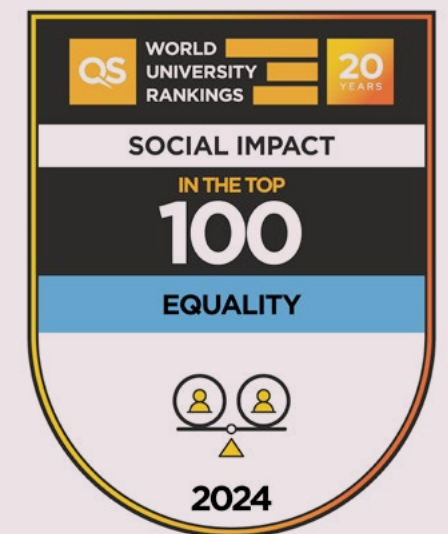
## Sexual Health & Wellbeing Policy

Final edits are being made to this policy to align it with the Sexual Harassment & Sexual Violence Policy and Procedure. We plan to launch both policies together.

## QS World University Rankings: Sustainability 2024

The results of the QS World University Rankings: Sustainability 2024 were announced on the 5th December 2023. UL was ranked 175 out of 1,403 universities this year, a significant improvement from last year's ranking of 301-320 out of 700 universities. This ranking is designed to access

sustainability across three key performance categories: Environmental Impact, Social Impact, and Governance. Under the Social Impact category, UL was ranked 51 in the world for equality which is excellent news. We have been issued with an Equality Badge which you can view opposite.





## LAUNCH OF UL HREDI STRATEGY 2023-2027

Tuesday 12th December



**Above (l-r):** Sinéad Gibney, Chief Commissioner of the Irish Human Rights & Equality Commission, who launched the strategy; Dr Marie Connolly, Director of Human Rights, Equality, Diversity & Inclusion; Professor Kerstin Mey, President of University of Limerick.

We were delighted to launch the official unveiling of the UL HREDI Strategy 2023 – 2027 on Tuesday 12th December in the East Room, Plassey House. The strategy was formally launched by Sinéad Gibney, Chief Commissioner of the Irish Human Rights & Equality Commission (IHREC), along with the President – Professor

Kerstin Mey and Dr Marie Connolly, Director, Human Rights, Equality, Diversity & Inclusion.

This strategy was developed by a working group of the Human Rights Equality, Diversity and Inclusion (HREDI) committee, which is a sub-committee of the Steering Committee. The

working group is comprised of representatives from across the University structures and with particular insights of potential equality issues across the equality grounds.

Using a template developed by the Irish Universities Association (IUA) and supported by an experienced facilitator, a values-based approach was taken to the strategy's development, where the working group tailored the strategy template to reflect UL's values and our ambition to become an egalitarian University by 2030. This ambition aligns perfectly with President's aim to embed EDI across the University and with **UL's Sustainability Framework**.

The working group defined and refined five core values which motivate and frame our HR-EDI work at UL. These values are:

- Social Justice
- Empowerment
- Inclusivity
- Agency
- Respect.

Each value is benchmarked by a statement of outcome and a statement of process. The strategy also lists the groups likely to experience discrimination and inequality

because of their gender, civil status, family status, age, disability, sexual orientation, race, religion, membership of the traveller community, socio-economic status or other rights holders under equality legislation. UL also understands that inequalities intersect across these identified groups.

This strategy will impact every aspect of University functions and will allow UL to systematically review its procedures, policies and strategies against our values to:

- reduce inequalities experienced by identified groups,
- recognise, value & celebrate diversity,
- foster an environment where every member of our
- community thrives, irrespective of their background.

The ambition of the strategy is to embed Human Rights, Equality Diversity and Inclusion using a values-led approach across all functional areas of the University, from teaching and learning, to research, governance, community outreach & internationalisation.

The strategy implements the **assess, address and report**

**steps** required of public bodies under the **Irish Human Rights & Equality Commission Act 2014** in addition to a curated evidence base from current equality research, reports, and relevant Irish sources.

Communicating our ambitions for the HREDI strategy and the reporting of its implementation will take place across internal & external communications platforms, through standing items at Department and Executive Committee meetings as well as through our Performance Development Review System process.

Sincere congratulations to the HR-EDI Working Group for their work in developing this strategy.



## LAUNCH OF UL HREDI STRATEGY 2023-2027





Stay Connected:

Instagram  
Twitter  
Human Rights EDI website  
EDI@ul.ie



**Human Rights,  
Equality, Diversity  
and Inclusion**