

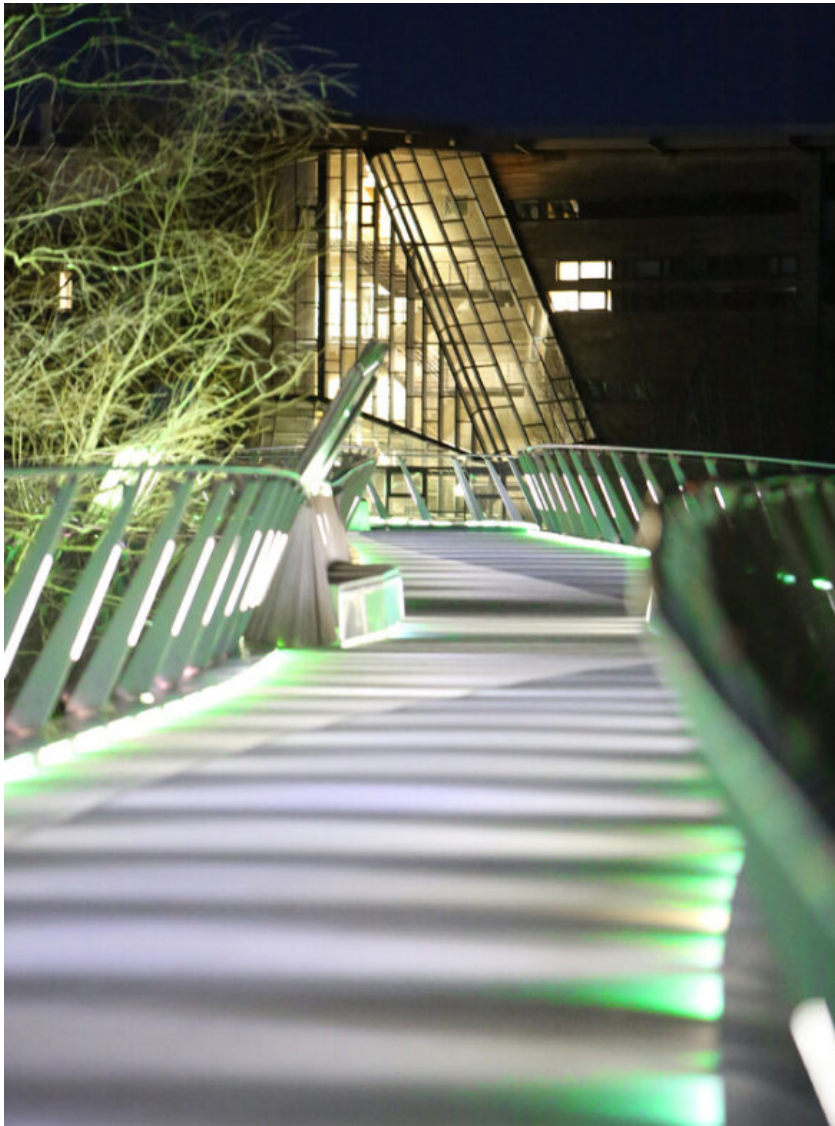
# EHS EDI BULLETIN



UNIVERSITY OF  
LIMERICK  
OLLSCOIL LUIMNIGH

Education and  
Health Sciences

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# EDI Surveys

A study is in progress **to explore perceptions of inclusive practice in teaching, learning, assessment, and curriculum** at the University of Limerick. This

research is supported by the Higher Education Authority (HEA) Path 4 and conducted by Dr Sadhbh O'Dwyer, Dr Darina Slattery, and Thomas O'Shaughnessy. All UL staff members are invited to take part in the survey, accessible through this [link](#), closing date April 26th. For further information, contact Sadhbh O'Dwyer at [sadhbh.odwyer@ul.ie](mailto:sadhbh.odwyer@ul.ie).



**PARTICIPANTS  
NEEDED**

Athena Swan in UL: Knowledge, Attitudes, Practices & Workplace Well-Being



A study exploring **UL employees' perceptions of EDI initiatives** is being conducted by Prof. Ronni Greenwood and Mila Rejtmejer. Please click on image for further information and to take part.

HR will issue a **Staff Disability Census** for completion by all staff in mid-March. The census is to help ensure UL is complying with statutory requirements to promote and support the employment of staff with disabilities by reporting each year on the number and percentage of employees with disabilities to the National Disability Authority. The survey will be anonymous & repeated annually. Staff may choose to identify themselves & can arrange a meeting with HR to discuss their needs.



A group of academics from UL (EHS and Kemmy Business School) set out to identify and synthesise current best evidence relating to workplace equality and inclusion practices in the healthcare sector in middle-income and high-income economies. The article was published in [BMJ Open](#) in [March, 2023](#). Click on title below for access.

## BMJ Open A Systematic review protocol on workplace equality and inclusion practices in the healthcare sector

Siobhan Ni Luasa <sup>1</sup>, Nuala Ryan <sup>1</sup>, Raymond Lynch<sup>2</sup>

### ABSTRACT

**Introduction** While equality and inclusion practices in healthcare have been advanced from a service user perspective, little is known about the application of workplace equality and inclusion practices in healthcare on upper-middle-income and high-income countries. In the developed world, the composition of the healthcare workforce is changing, with nationals and non-nationals working 'side-by-side' suggesting that healthcare organisations must have robust and meaningful workplace equality and inclusion practices. Healthcare organisations who welcome and value all their employees are more creative and productive, which can lead to better quality of care. Additionally, staff retention is maximised, and workforce integration will succeed. In view of this, this study aims to identify and synthesise current best evidence relating to workplace equality and inclusion practices in the healthcare sector in middle-income and high-income economies.

BMJ Open



[open.bmj.com](https://open.bmj.com)

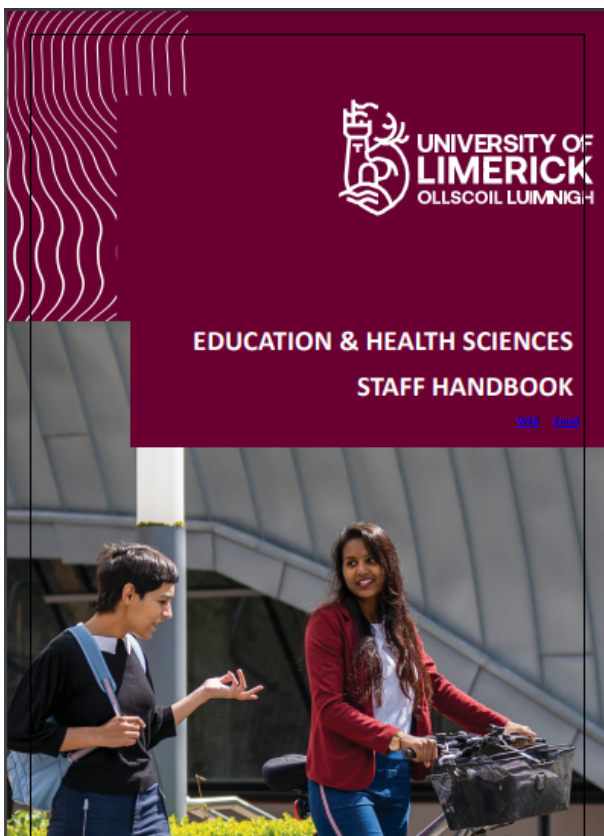
BMJ



## Induction Handbook

for new members of staff in the  
School of Education,  
University of Limerick

The School of Education signed off a new Induction Tool-Kit for all new staff which includes an extensive e-handbook, an induction ‘buddy’ for each new appointee and a step-by-step guide to the induction process. This is now being implemented within the School as part of their EDI action plan but is also available as a ‘good practice’ model should other departments seek to improve their own local induction processes.



The EHS Faculty office launched their new staff e-handbook, which can be updated and revised as details change. Any feedback or updates should be submitted [here](#).

## Brightspace Support Site



## Brightspace Facility to Edit Name & Pronouns

Students whose name and pronouns are incorrect on central records have the facility to correct this information via a [change of personal details form](#), supported by the certified documentation. In the absence of such certified documentation, **students have the facility to include their ‘known as’ name and correct pronouns on Brightspace [here](#)**

# EDI Resources



AdvanceHE has put out a call for Best Practice Case Studies to commemorate the 10th Anniversary of Athena Swan in Ireland next year (2025), hosted at UL. Case studies are now being sought that showcase EDI progress, success, and best practice from across the University. Contact HREDI office if further information is required.



Speak Out is an anonymous online reporting tool which collects data to assist institutions in their implementation of educational and policy initiatives, and to signpost individuals to the support services available to them should they wish to seek help. At UL, a total of 37 reports were received from October 2021 to October 2022, comprising 23 student reports, 8 staff reports, and 6 other reports. Students most frequently cited harassment, bullying, and sexual assault as the prevalent behaviours reported. The full UL Speak Out Report can be accessed by clicking on image.



The UL Human Rights and Equality, Diversity and Inclusion (HREDI) office recent e-bulletin is available by clicking on image. It contains information on all the different EDI networks and supports across the Institution.



All EDI research-related funding opportunities are now available to view as part of the live Excel document [here](#).

This has been developed by Dr. Orla Power Grant, the Faculty Research Funding Officer. Orla is also encouraging staff to inform her if there are new arising EDI-related funding opportunities available.

Regular research bulletins are compiled and sent out every quarter and available to view on the [EHS research sharepoint here](#).

Congratulations to all the EHS staff who received funding awards recently to pursue EDI related research. We will follow developments with interest!

Prof. Ailish Hannigan, School of Medicine: “MiHealth Strengthening Health Information Systems for Refugee and Migrant Health Policy and Practice in Ireland”. Funded by The Health Research Board, €248,983, awarded November 2023.

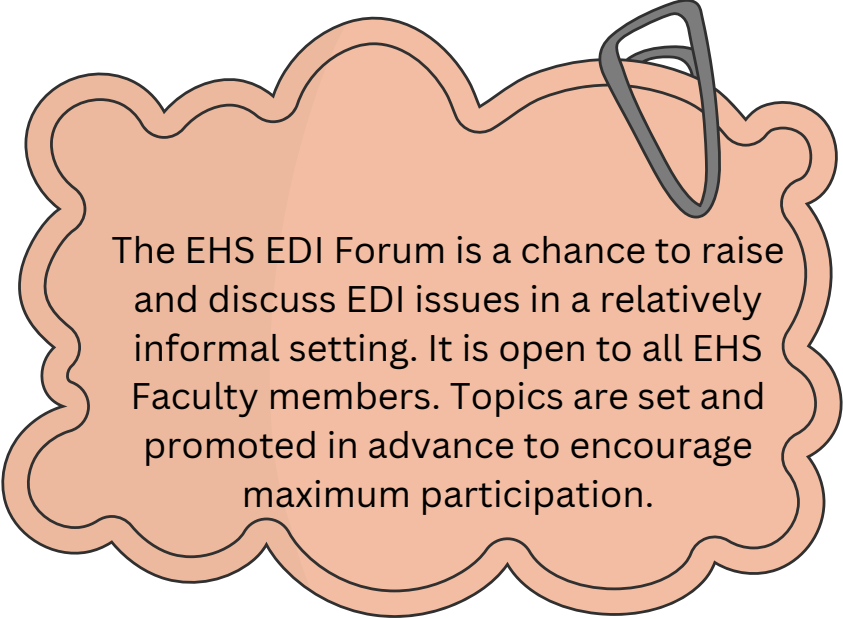
Dr. Sean Healy, Department of Physical Education and Sports Sciences: “Leveraging Research and Advocacy to make Health Systems more Inclusive of People with Intellectual Disabilities”. Funded by Special Olympics International, €26,700.



The next **EHS EDI Forum** will take place on Wednesday, March 20th from 12.00 - 1.00 pm online.

The topic for discussion is **'Timetabling' - an item in one of our core Athena SWAN Task Areas.**

The following EDI Forum will take place on May 22nd on the topic of **'Job Evaluation'**, another core item as part of our Athena SWAN process. A meeting invite will issue to all EHS staff.




The EHS EDI Forum is a chance to raise and discuss EDI issues in a relatively informal setting. It is open to all EHS Faculty members. Topics are set and promoted in advance to encourage maximum participation.

**International Day for the Elimination of Racial Discrimination is March 21st.** The EDI office is inviting everyone to attend UL Anti-racism Campaign launch event from 12:30 PM to 2:30 PM at the Appellate Court and to wear red to show solidarity. The campaign will be launched by a panel discussion on 'Victims of Racism', shedding light on available support for victims of racism, barriers to accessing justice, and recommendations for improving the current system, followed by a Q&A session. Click on image for further information.



**SHOW  
RACISM  
THE RED  
CARD**

A two day conference on **'EDI Practice in Higher Education'** is being hosted by TUS on their Moylish Campus in Limerick on the 23rd and 24th of May. This conference is open to academics across disciplines, researchers, graduate students, managers, EDI practitioners, administrators, and all who are interested in EDI in Higher Education. Click on image for registration information.



HOME / EQUALITY DIVERSITY AND INCLUSION / EQUITAS - EDI IN PRACTICE IN HIGHER EDUCATION CONFERENCE

**Equitas - EDI in Practice in Higher Education Conference**

