

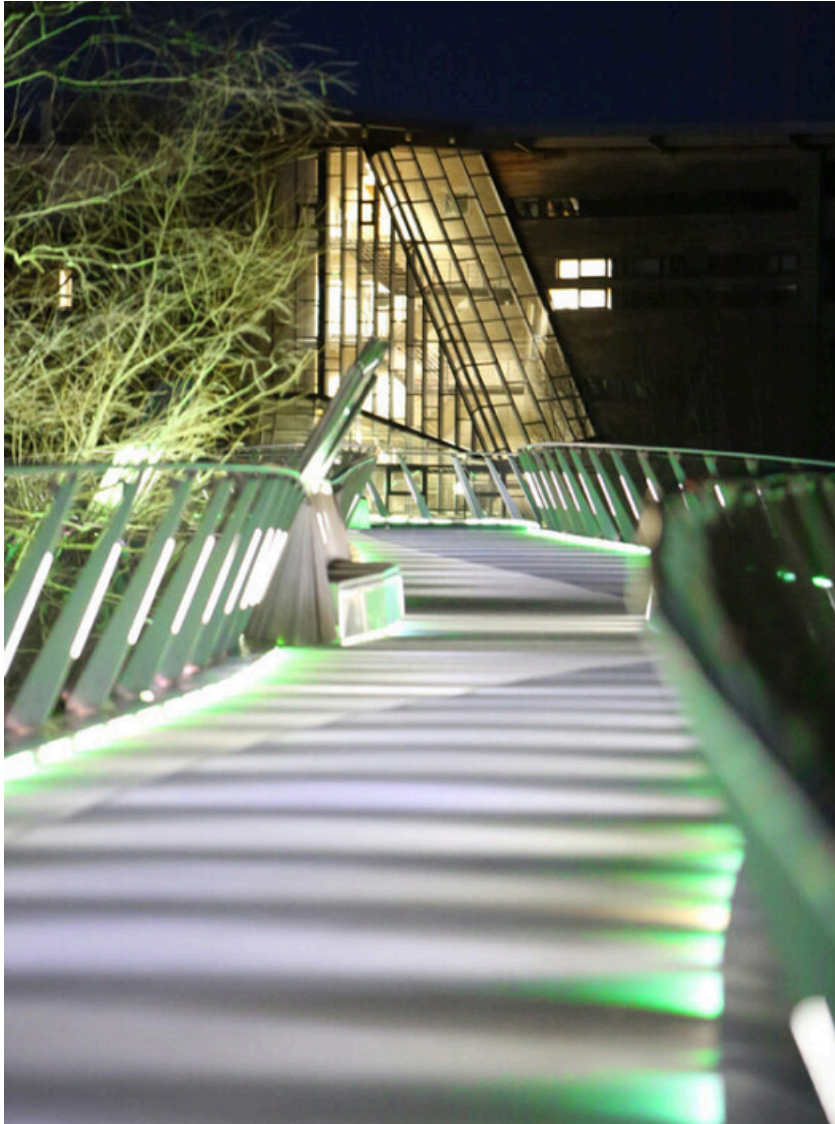
# EHS EDI BULLETIN



UNIVERSITY OF  
**LIMERICK**  
OLLSCOIL LUIMNIGH

Education and  
Health Sciences

ISSUE 5 | JUNE 2024



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# EDI Spotlight Publication

## Belong To Primary 2024

New Foundations for LGBTQ+ Inclusivity in Primary Schools



Nine in 10 primary school staff in Ireland believe it is important to know about LGBTQ+ inclusivity, according to new research led by Dr. Aoife Neary from the School of Education, published in June.

The research sought to understand the knowledge levels, views and professional needs of primary school staff in Ireland regarding LGBTQ+ inclusivity, in partnership with Belong To – LGBTQ+ Youth Ireland. The research was funded by an Irish Research Council grant.

In total, 1,031 primary school staff across Ireland were surveyed including principals, deputy principals, class teachers, special needs assistants and support staff. Almost a quarter of respondents were principals or deputy principals.

***“While I fully wish to support any child or adult in their coming out and assertion of their identity, I do not feel enough guidance, support or instruction is there for staff on how to handle it in a way that is both supportive and crucially does not leave them liable in any way if people with opposing or ignorant views disagree.”***



### RESEARCH

The survey findings show an overwhelming willingness among primary staff to be LGBTQ+ inclusive, but reveal a lack of knowledge, skills and confidence needed to deliver fully inclusive practice for their pupils.

**“The research findings highlight the gap between the willingness and ambition on the part of primary school staff to be more LGBTQ+ inclusive in their schools and their lack of confidence and knowledge required to do so”, Dr. Aoife Neary.**

# EDI Initiatives

EHS EDI Task Group 5 facilitated an EHS virtual coffee morning to celebrate UN World Day for Cultural Diversity, Dialogue and Development on the 21st of May. An excellent international music playlist created a relaxed atmosphere and attendees engaged in enjoyable conversations, with a focus on intercultural experiences both at home and abroad. We were delighted to welcome staff from near and far, as we travelled together virtually to Japan, the US, Madagascar, South Korea and Sicily, all over a cup of coffee. Some beautifully worded insights into Irish life from the Iranian perspective were a particular highlight! Diverse stories and reflective thoughts on the theme of connection were appreciated by all.




***“With 89% of all current conflicts in the world occurring in countries with low intercultural dialogue, to forge effective cooperation and sustain peace, strengthening intercultural dialogue must be a priority” (<https://www.un.org/en/observances/cultural-diversity-day>)***



The School of Education EDI Committee is working to identify staff members in the School who would like to be assigned a mentor and/or who would be willing to volunteer to be a mentor. Feedback from the Athena Swan survey, as part of the SoE application process in 2023, indicated that over 40% of respondents were unfamiliar with the UL mentoring scheme but that almost 60% of respondents showed an interest in being mentored. A short questionnaire has been put together so that potential pairings between mentees and mentors can be assigned. If you would like to secure a mentor or act in the role of a mentor, or both, then please take a few minutes to complete the following short [questionnaire](#).

Article

## Giving and receiving: Gendered service work in academia

Margaretha Järvinen <sup>1</sup> and Nanna Mik-Meyer<sup>2</sup>

Current Sociology

Volume 70 Number 1 • May 2022

ISSN 0009-8382

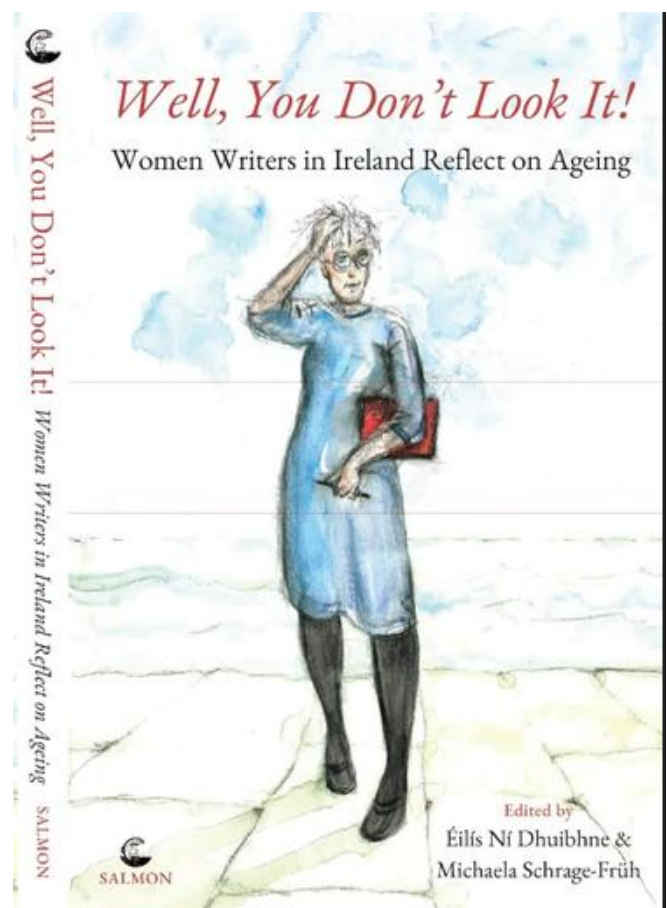
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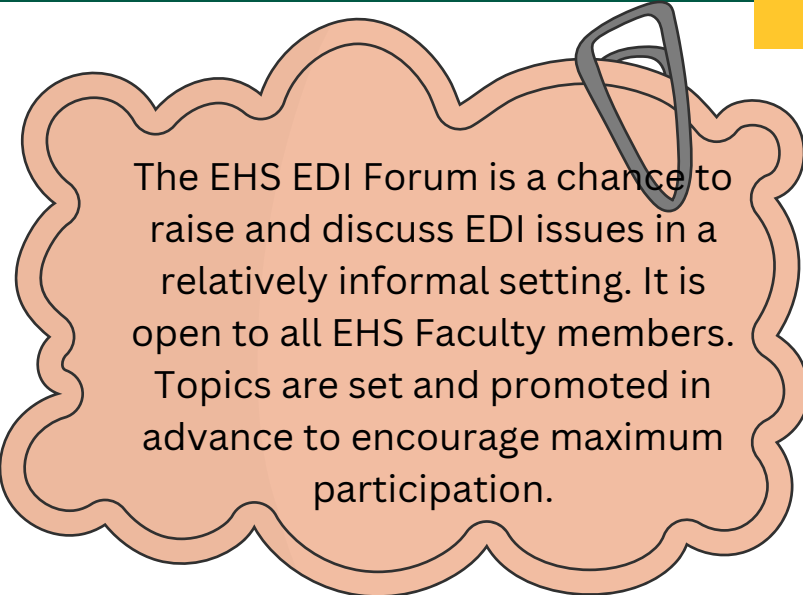
The gendered nature of service work in higher education is one of the issues being explored as part of the EHS Faculty wide EDI action plan. It has been raised at School and Department EDI Committee meetings in the context of workload, how it is recognised in promotion and progression and the wider principle of equality looking at what is fair and equitable between all staff. It is also an issue that is receiving attention both nationally and internationally, as demonstrated by the article written by two Danish academics and published in January of this year.

*No matter what age, we are getting older. Old age is a key stage of life. In these insightful essays, stories and poems, well-known and new writers reflect on their experiences of ageing.*

*This wide variety of views gives us important new perspectives on what it means to grow old. Edited by writer Éilís Ní Dhuibhne and AHSS lecturer, Dr Michaela Schrage-Früh, this book will be launched in Dublin on June 2nd.*







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.

The most recent EDI forum on the 22nd of May focused on the topic of “promotional pathways” with 41 people in attendance.

**Perspectives and experiences are still being gathered via Padlet (click on image to access)** if anyone wants to contribute and the link will remain open until Friday 7th of June. This exercise will inform and provide an evidence base for our advocacy on this issue. Progress updates will be provided via our EDI bulletin, Faculty Board reports and “EDI Updates” email communications.

The March EDI forum focused on the topic of timetabling. Thirty-nine people attended and there were 25 responses on Padlet. A [discussion document](#) containing **all responses and notes from the session was collated and sent to the recently established taskforce on timetabling set up by the UL Digital Governance Steering Committee.**

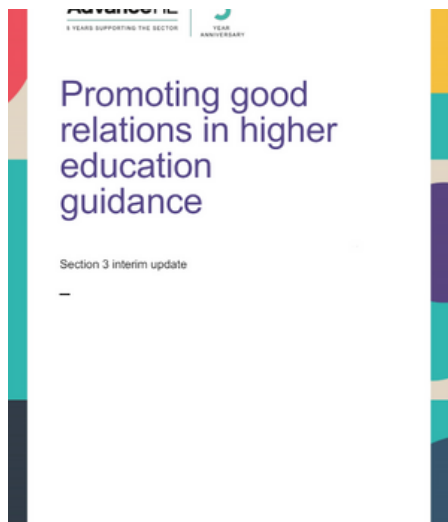
Updates on progress will be provided as as part of EDI Task Group 7 under the stewardship of Siobhán Griffin, DoP.



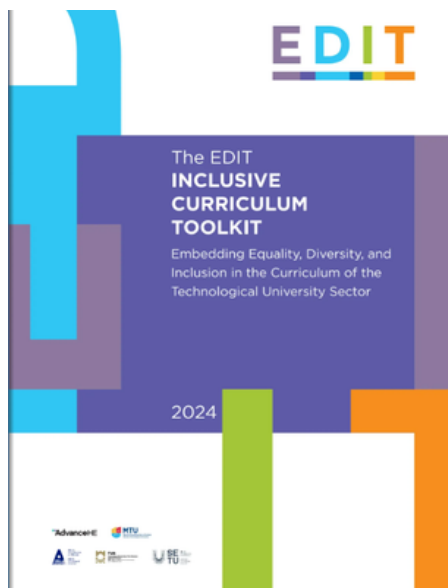
**padlet**



A group of researchers from the School of Allied Health, Department of Nursing and Midwifery, and School of Education are undertaking a research study titled **“Developing an Implementation Plan: Breastfeeding Initiatives on University Campus”**. This research will explore the breastfeeding experiences of staff and students and the investigators are interested in hearing from everyone on this issue, particularly those with experiences within the last 5 years. **Please click on the image to complete an online survey.** All responses are collected anonymously. Further information available from Dr. Anne Griffin, SAH or [anne.griffin@ul.ie](mailto:anne.griffin@ul.ie)



This revised guidance produced by Advance HE UK, provides an overview of the ways in which higher education Institutions (HEIs) can prevent intolerance and develop a culture where relationships between diverse groups and individuals enhance the learning experience, protect freedom of speech and academic freedom, tackle harassment, and contribute to an inclusive society.



The Technological Universities (Atlantic, South-East, Shannon, Munster and Midlands/Mid-West) recently launched a new Inclusive Curriculum Toolkit. It was developed as part of the Embedding Equality Diversity & Inclusion in the Curriculum of the new Technological University Sector (EDIT) Project and is designed as a practical guide to support the Technological University (TU) sector to implement inclusive curriculum principles across their universities. It was developed with funding from the Higher Education Authority under its Gender Equality Enhancement Fund.



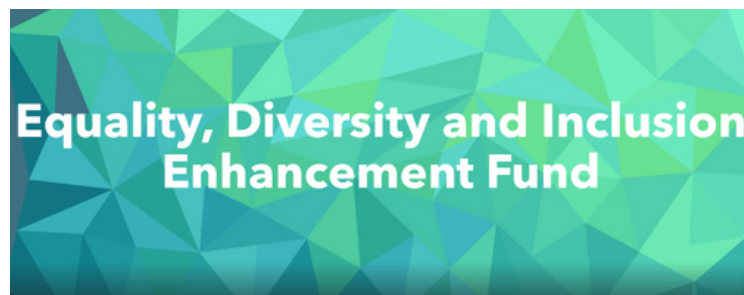
Global Accessibility Week took place in UL from 13th - 17th May with a series of accessible technology demonstrations, lectures, training and learning opportunities and first hand experiences. It emphasised the importance of creating digital and physical spaces that are inclusive and accessible to all which is both a moral imperative but also now a legal one. [Accessibility training](#) is available through HR, plenty of tips from [marketing and communications](#) and lots of resources available to view and use on the [Educational Assistive Technology Centre](#) and [UL's Accessibility Hub](#).



All EDI research-related funding opportunities are now available to view in the EHS quarterly research bulletins compiled by Dr. Orla Power Grant, the Faculty Research Funding Officer. The bulletins are also available to view on the [EHS research sharepoint here](#). Orla is also encouraging staff to inform her if there are new arising EDI-related funding opportunities available.



The former **HEA Gender Equality Enhancement Fund** will be a broader **Equality, Diversity and Inclusion Enhancement** fund going forward with funding increased from €500k - €750k per project with 18 months for successful projects to be implemented. Proposals will be accepted from both PMSS & Academic staff. One lead application per institution will continue so an internal process will continue to identify which application will be deemed to be the institution nominated proposal. Closing date for applications is the 5th July.



The **IRC New Foundations** funding call is now open and it provides support for research actions, the development of networks and consortia, conference and workshop development and capacity building for interdisciplinary collaboration. There are seven strands under which funding can be sought including Enhancing Civil Society, Interdisciplinary Research Networking and Education for Global Citizenship and Sustainable Development. The EHS Research Funding Officer is available to offer further information and support. The indicative call closing date is 20th June.





## EDI in Healthcare Education

2024 A focus on Race Equality in Medical Education

RCSI, Dublin  
23rd August 2024

RCSI UNIVERSITY OF MEDICINE AND HEALTH SCIENCES

RCSI is hosting an invitational conference for Irish Medical Schools to share knowledge and experience in the area of race equality in medical education on **August 24th from 9 - 5 pm at RCSI, Dublin.**

The conference will include national and international speakers and small group discussions to network and provide opportunities to connect and learn from each other.

The aim is to build a community of practice and a support network across Ireland providing a forum sharing of experiences and best practice can take place. More information available [here](#).



Pride Month 2024

June 1 - June 30

Pride Month is a vibrant and inclusive celebration that honors the LGBTQ+ community, their history, achievements, and ongoing struggle for equality. This annual event serves as a powerful reminder of the importance of acceptance, diversity, and love. It brings together individuals, organizations, and communities to advocate for LGBTQ+ rights and celebrate the progress made towards a more inclusive society. UL kicked off the month with the UL Pride Parade on Tuesday 4th of June. Limerick Pride will kick off a week long festival from July 8 - July 14th.

More details available [here](#) or contact [EqUL@ul.ie](mailto:EqUL@ul.ie).

