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## Welcome to our June 2024 HR-EDI eNewsletter

Welcome to the June 2024 edition of the HR-EDI Office eNewsletter. This edition highlights our ongoing commitment to promoting equality, diversity, and inclusion within our university community. Inside, you will find updates on recent events, including the Equitas EDI in Practice in Higher Education Conference, International Women's Day celebrations, and our impactful Anti-Racism Week. Join us in celebrating diversity, advocating for equity, and fostering an inclusive campus environment. Stay informed and get involved by exploring the stories and initiatives featured in this issue.

We are also excited to share several significant developments that reflect our commitment to fostering an inclusive, supportive, and equitable environment at the University of Limerick. Key highlights include the anticipated approval of critical policies on Sexual Violence & Harassment for Staff and Students; our Sexual Health & Wellbeing Policy and a revised Student Dignity & Respect Policy by our Executive Committee. Additionally, the UL Race Equality Action Plan was approved. The next steps involve seeking approval from the Governing Authority Sub-Committees and GA level with final approvals expected over the summer. We aim to publish these policies in September accompanied by a comprehensive awareness campaign.

This month, we are also delighted to announce that our application to the Age Friendly University (AFU) Global

Network was accepted. Led by Professor Rose Galvin & Professor Emeritus Joachim Fischer, this network provides a collaborative platform for higher education institution dedicated to creating age- friendly inclusive environments.

Additionally, we provide updates on our ongoing race equality initiatives, preparations for the upcoming Academic Advancement Programme, and the impactful events during Pride Month. These efforts align with UL@50's Priority 5.2 – Empowering Our People and further our dedication to creating a vibrant, inclusive academic community.

Finally, I am pleased to announce that Maria Healy has been appointed as the University's Sexual Violence & Harassment (SVH) Prevention & Support Manager. Maria has been serving as SVH Prevention and Support Officer since September 2022, bringing valuable experience to this critical role. We wish her every success in her new position.



**Above:** Maria Healy, Sexual Violence & Harassment (SVH) Prevention & Support Manager.



**Dr Marie Connolly**  
Director HREDI



## Consent Workshops

Active\*Consent workshops were facilitated for the new cohort of international students who arrived in UL in January 2024. These workshops not only promote a culture of consent here on our campus, but also inform students of the support services available to them should they, or someone they know need them.



## IUA HR Conference in UL

On Friday, 19 January, Dr Marie Connolly & Dr Niloufar Omidy delivered a workshop on intersectionality and the Wheel of Privileges for HR Professionals at the IUA HR Conference, at UL. The purpose of the Intersectionality Workshop was

to discuss how HEIs (Higher Education Institutions) can address intersectionality to create a more equitable workforce. The workshop provided participants with case studies and practical activities to explore intersectionality within HEIs.



## EDF Steering Committee

On 29 January, the EDF Steering Committee members met online. Following a call for expressions of interest Chair and Co-Chair nominations were made. Accordingly, Mariano Paz was appointed as the Chairperson, and Niloufar Omidy as the Co-chairperson. During the meeting updates on the Race Equality Action Plan were provided and all Committee members were asked to provide their feedback on the Action Plan.



## Ethnic Diversity Forum (EDF) open to all UL Students and Staff: Join Now!



The UL Ethnic Diversity Forum (EDF) welcomes all students and staff to join the Forum, regardless of their ethnic background. As a sub-group of the UL Human Rights – EDI Steering Committee, the EDF is dedicated to leading UL’s ongoing journey towards inclusivity and diversity. By joining, you can:

- Connect with like-minded individuals who are passionate about making UL a diverse and inclusive campus!
- Actively participate in policy development, and
- Access support from the Forum.

Click **HERE** to be a part of the movement and make a difference!

The EDF webpage has been updated with a new online membership form designed to attract more members. You can find it on the EDF webpage, or **HERE**. The total number of EDF members has now reached 48. All Committee members are asked to review the Diversity Calendar. Click **HERE** to view this calendar.



## Equality in Practice Module

Dr Niloufar Omid, EDI Policy and Project Development Officer, contributed to Equality in Practice, a module within the Equality Diploma program offered by the School of Law, by teaching Race Equality Law in practice. This included exploring the conceptual and legal framework of race equality law at Irish and EU levels, drawing on case studies for practical application.

## Sexual Health & Guidance Week

The Student Welfare Officer, Emily Rosenkranz organised an event for Sexual Health & Guidance Week called “Viva La Vulva”. Spanning multiple days, this included three headline events that were designed to engage, educate, and empower the student body.

It kicked off with a Paint and Sip: An evening of pottery and painting based on themes of body positivity and female empowerment.

The second night was a Sex Quiz Night, this was an interactive quiz hosted by the student officers that covered all things sexual education, autonomy, consent, and protection.

The final large-scale event was called the Well-Fair, which featured activations from local and national organisations. There was an information stand from GOSHH distributing important information on gender, orientation, sexual health and HIV status and some interactive activities such as a period pain simulator and games of labelling the reproductive organs.

Maria Healy, Sexual Harassment & Sexual Violence Prevention and Support Officer, Sarah Kennedy, Healthy UL Manager and some of our Consent Ambassadors, Lucy Kiiza & Shripa Joshi, had an information stand at the Well-Fair to promote consent culture, and highlight the support services available here in UL.

To continue driving our message of consent culture, we hosted the play “How I Learned About Consent”. This is an **Active\*Consent** original play about WHAT you want, HOW you want it, AND what happens when you don’t! This powerful theatrical experience further advanced the culture of consent we are striving towards by raising awareness and encouraging proactive discussions on the importance of clear, affirmative consent in all intimate interactions.

The performance was followed by an engaging Q&A session with the cast, providing the audience of both staff and students with valuable insights and deepening their understanding of the themes explored in their play.



Above: Lucy Kiiza, Maria Healy and Shripa Joshi.



Above: Róisín Aherne, GOSHH, Emily Rosenkranz, Student Welfare Officer & Catherine Corbett, GOSHH.



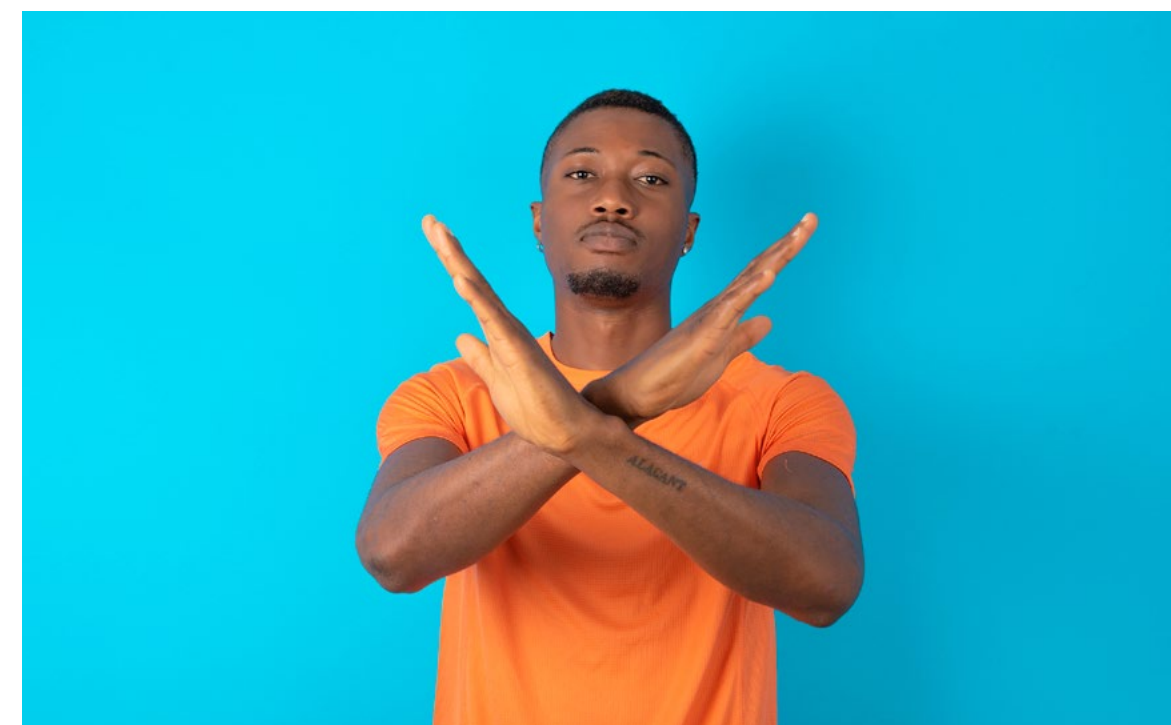
## Bystander Intervention Week

### Bystander Intervention Week

26 March – 1 March 2024

Bystander Intervention Week was an opportunity to shine a spotlight on the power we have as individuals to make a difference by intervening in situations where harm may occur, when it is safe for us to do so! We also highlighted our support services here in UL, and beyond because Bystander Intervention goes beyond getting involved in a situation as it unfolds - it's also about supporting individuals after an incident occurs!

The week served as a reminder that every person has a role to play in preventing sexual violence and harassment and promoting safety.



### Combating Racism in and through Sport

On Wednesday, 28 February, Michael O'Brien attended a round table discussion on integration and social inclusion through the field of sport. The event was organised by Doras under the banner of the EU funded project Sporting Cities Opposing Racism in Europe (SCORE). The event included representatives from sporting organisations, civil and community organisations including Sport against Racism Ireland (SARI), Irish Network against Racism (INAR) and youth services to discuss the challenges and barriers migrants face when trying to access sport in Limerick. The discussion highlighted the need for training for sports clubs in how to report racism as well as anti-racism training for staff and volunteers.



## International Women’s Day Conference - Friday, 8 March

On Friday, 8 March 2024, in celebration of International Women’s Day (IWD), the University of Limerick (UL) proudly hosted a symposium titled ‘Women and Leadership for Peace and Sustainability.’ In this event, five esteemed female university presidents gathered, highlighting the significant role of women in leadership for peace and sustainability. Throughout the conference, presentations from the university presidents underscored:

- The pivotal role of women in leadership for peace and sustainability.
- The importance of shaping an equitable society.
- The imperative understanding of leadership in fostering diversity of thought.
- The generosity required to bring everyone together in pursuit of common goals.
- The importance of incorporating women’s perspectives and lived experiences into leadership.
- The necessity of respecting female leaders and their contributions.
- The urgency for anti-racist, feminist leadership to address climate challenges effectively.

The symposium was chaired by Liz O’Donnell, Chairperson of the Road Safety Authority & Former TD and Government Minister, who brought her extensive experience in policy-making in Irish political history to enrich the discussions. Additionally, Nora Clinton delivered an impactful keynote, drawing from her role as the Head of the Mission-oriented Innovation Network at UCL Institute for Innovation and Public Purpose, emphasizing a bottom-up approach to innovation.

In the concluding remarks, Dr Marie Connolly, the Director of UL Human Rights, Equality, Diversity & Inclusion, summarised the symposium’s success. She emphasised the pivotal role of women as powerful agents of change and called for continued support for women’s empowerment.

The symposium served as a significant platform to recognize and amplify the voices of women in leadership as role models, reaffirming the commitment to peace, sustainability, and gender equality.

- #IWD2024UL**
- #WomenLeadership**
- #InspireInclusion**
- #Peace**
- #Sustainability**

Five Presidents:

1. Professor Kerstin Mey (University of Limerick)
2. Professor Eeva Leinonen (Maynooth University)
3. Dr Orla Flynn (Atlantic Technological University)
4. Professor Veronica Campbell (South East Technological University)
5. Professor Maggie Cusack (Munster Technological University) (Virtual)



**Above (l-r):** Dr Orla Flynn, President, Atlantic Technological University, Professor Kerstin Mey, University of Limerick, Professor Eeva Leinonen, President, Maynooth University and Professor Veronica Campbell, President, South East Technological University.



**Above:** Liz O’Donnell (Chair of the event) and President Kerstin Mey.

## International Women's Day Conference





## Anti-Racism Week

18 – 22 March 2024



**Above (l-r):** Dr James Carr (Associate Professor in Sociology, UL), Donnah S. Vuma (Doras), Dr Marie Connolly (Director of HR-EDI Office, UL), Dr Niloufar Omidī (EDI Policy Officer, UL), Sgt. Rosaleen O'Connor (An Garda Síochána), and Roger Dsilva (Postgraduate Student Union President).



**Above:** Plassey House says No to Racism showing Racism the Red Card.

On Thursday, 21 March 2024, as part of our ongoing commitment to fostering a culture of inclusivity and respect at the University of Limerick and as part of Anti-Racism week, the HR-EDI organised a panel discussion on Thursday, 21 March from 12:30 to 2:30 pm at the Appellate Court on the topic of Victims of Racism, to shed light on available support for victims of racism, barriers to accessing justice, and recommendations for improving the current system. This event was part of the UL Anti-Racism Campaign and coincided with our Wear Red Day, symbolizing our collective stance against racism. The campaign began with a remarkably successful panel discussion on Victims of Racism, featuring engaging discussion between academia, An Garda Síochána, and civil society.

The panel was chaired by:

- Dr Marie Connolly, Director of the UL Human Rights and EDI Office, and featured esteemed experts in this field, including:
- Dr James Carr: Specialised in Anti-Muslim Racism in Ireland from a Sociological Perspective
- Sergeant Rosaleen O'Connor, Community Policing, Limerick
- Roger Dsilva, President of the Postgraduate Student Union
- Donnah S Vuma, Migrant Victims of Crime Support Coordinator at Doras

Racism has no place within our university community, and it is the responsibility of each of us to actively challenge and combat it. This simple act of wearing red serves as a powerful testament to our dedication to fostering a campus environment where everyone feels valued, respected, and safe.

This event marks the start of the University of Limerick Anti-Racism Campaign for 2024, which will continue throughout the year. Stay tuned to our website and social media for updates on upcoming activities and events!

We would also like to announce that with the support of UL President, Professor Kerstin Mey, Plassey House is illuminated in red to show Racism the Red card for one week starting Thursday, 21 March.

We extend our gratitude to all who joined us and participated, contributing to our community of champions of change within the University in our collective stand against racism.

Plassey House was illuminated in red to show Racism the Red card for one week starting on 21 March.



**Above:** Dr Niloufar Omidī, EDI Policy Officer at UL, and Owen Ward, Program Manager for Race Equality at the University of Galway, support the Wear Red Day 2024 campaign.



## Happy Nowruz

Nowruz took place on Wednesday, 20 March. This festival celebrates the arrival of spring and the renewal of nature. May the dawn of spring inspire new seeds of hope within us – hope for a brighter future as we journey forward together as one human family.

Wishing peace, good health, and happiness to all.



## Collaboration with the University of Galway, Office of the Vice President for EDI

On Thursday, 28 March, Dr Niloufar Omid delivered a workshop for the Athena SWAN Race and Ethnicity Working Group in conjunction with Owen Ward, Program Manager for Race Equality at the University of Galway. The workshop aimed to elaborate on preliminary steps in developing race equality action plans at Irish HEIs. The Athena SWAN Race and Ethnicity Working Group comprises EDI Office representatives from Irish HEIs across Ireland.

Furthermore, in collaboration with the University of Galway, Dr Niloufar Omid, EDI Policy Officer at UL, and Owen Ward, Program Manager for Race Equality at the University of Galway, supported the Wear Red Day 2024 campaign initiated by the Immigrant Council of Ireland (ICO).

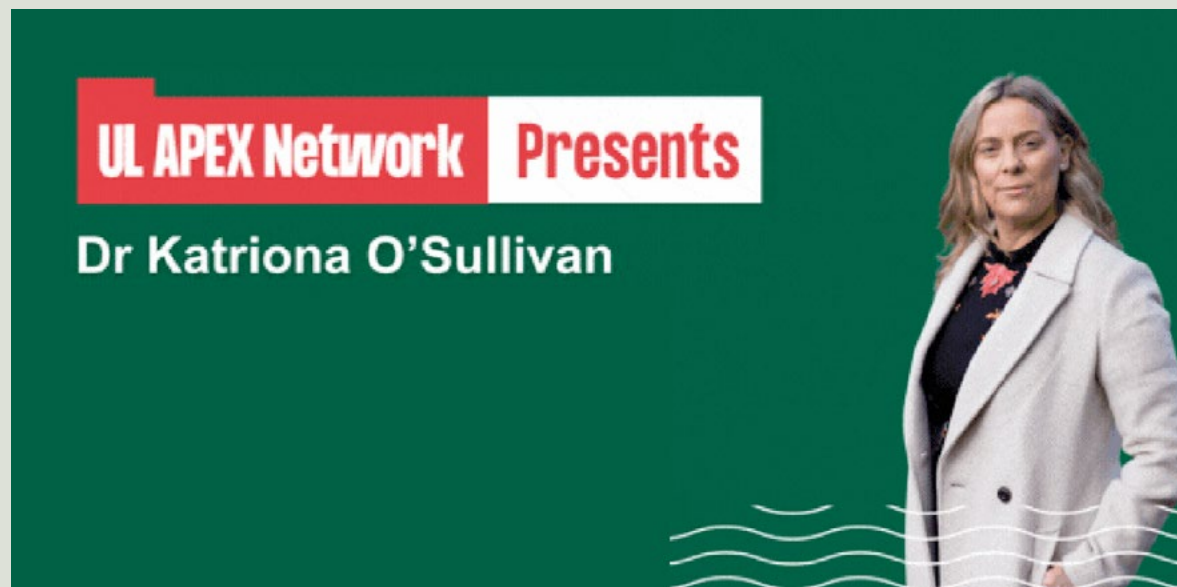
## Conference for Undergraduate Women and non-Binary Physicists (CUWiP+ 2024 conference)

At the European Conference for Undergraduate Women and non-Binary Physicists (CUWiP+) hosted by UL on 25 March, 2024, Dr Niloufar Omid represented the HR EDI Office and contributed to the panel discussion on “How to Overcome Difficulties and Cultural Bias in Career Development.”



## World Cerebral Palsy Day

On Monday, 25 March, Plassey House joined other higher education institutions and illuminated the building in support of Cerebral palsy GoGreen4CP campaign. This campaign aims to promote awareness and as a visual reminder of the importance of support and inclusion of people with cerebral palsy. #GoGreen4CP Cerebral Palsy Awareness Day.



## APEX Event

Dr Katriona O'Sullivan joined us on Wednesday, 27 March, in UL for a fascinating talk about her inspiring journey from poverty, teenage pregnancy and homelessness to becoming an award winning lecturer whose work challenges the barriers to education.

Dr Katriona O'Sullivan is an associate professor in the faculty of Science in Maynooth University, a psychologist and memoirist. Her first book, *Poor*, debuted at #1 on the Irish Non-Fiction bestseller list. As one of 5 children in a home shaped by her parent's heroin addiction, Katriona's story chronicles her journey from poverty, teenage pregnancy, homelessness to graduating with a PhD from Trinity College Dublin and becoming an award winning lecture whose work challenges barriers to education.



## Athena Swan Success for Department of Chemical Sciences

The Department of Chemical Sciences has achieved a Silver Department Athena Swan award. Well done to Maria Munroe and Professor Teresa Curtin who led the application process. Special recognition is also owed to Head of Department Professor JJ Leahy and the AS Self-Assessment team for their diligent efforts in preparing the submission and their continued dedication to integrating Equality, Diversity, and Inclusion (EDI) principles within the Department. The department's

initiatives in outreach, specifically targeting disadvantaged students, were especially praised. This accomplishment marks the fourth Silver School/Department Award alongside the institution's own silver accolade. UL continues to be the leader in the sector.



## Eid Al-Fitr Mubarak

On Tuesday, 9 April, we wished all our Muslim students and staff a blessed Eid al-Fitr, filled with peace and happiness. May this auspicious occasion bring unity and tranquillity to the world. Eid Mubarak!



**Above:** Dr Angela Farrell, Assistant Dean International and Ms Michelle Daly AHSS, with UL PhD students from Indonesia (top photo) and with UL PhD students from Algeria (bottom photo).



On Tuesday, 9 April, we wished all staff and students who celebrate the Hindu New Year a year filled with prosperity, happiness, and peace.

The Eid Al Fitr event took place on Wednesday, 10 April @ 7.30 pm in the Pavillion. Edana Flynn, Vice President Engagement, Postgraduate Students' Union said that "Eid marks the end of Ramadan and concludes thirty days of fasting for the Muslim community. ULPSU were happy to have been able to mark this occasion with students and staff and it was an enriching experience for all of us. Students were delighted to have been able to celebrate Eid even while far from home and to share it with the new friends they

have made here in UL, it is this sharing of customs and cultural events that makes the UL community so special to be a part of.

As part of Eid, students asked that the event would promote a chosen cause and encourage attendees to donate to UNRWA, the United Nations Agency for Palestine Refugees. It was important to students to remember their counterparts who were not able to truly celebrate this day and to show them the support they desperately need."



## Sexual Assault Awareness Month

April, which is recognised as Sexual Assault Awareness Month, provided us with an ideal opportunity to facilitate more Active\*Consent Workshops for our student body, and to again highlight the support services available here in UL, and externally. We were very fortunate to have Emily Rosenkranz, Student Welfare Officer, co-facilitate this workshop with Maria Healy, Sexual Harassment & Sexual Violence Prevention and Support Officer.

These Active\*Consent workshops focused on Digital Intimacy and IBSA (Image Based Sexual Abuse). Research shows that over 48% of adults between ages 18 and 30 have sent an intimate image. (Klettke et al., 2014) The aim of this workshop was to educate students in the area of consent, specifically in relation to online interactions and to promote further the message Whether online or in person, consent is always OMFG – Ongoing, Mutual and Freely Given!



## Erasmus Staff Mobility Week Bremen

22 – 26 April 2024

### Diversity in Higher Education Institutions: Different Perspectives and Experiences

Michael O'Brien and Dr Niloufar Omid of the HR-EDI Office proudly represented the University of Limerick (UL) at the Erasmus Staff Week in Bremen, Germany, focusing on the theme of Diversity in Higher Education Institutions. During the event, Michael O'Brien presented UL's

innovative approaches to Athena SWAN application progress and data collection, while Dr Niloufar Omid shared her research findings on intersectionality and offered perspectives on policy development, specifically highlighting UL's Race Equality Action Plan. Their presentations resonated strongly with participants, eliciting positive feedback and sparking numerous requests to share UL's experiences in policy development and action planning.

## Denim Day



As part of a collaborative initiative with Mary Immaculate College and Technological University of the Shannon we asked all staff members and students to wear denim on Wednesday, 24 April, in support of survivors of sexual violence.

Denim Day originated from a case in which the Italian Supreme Court overturned a conviction of sexual assault because the victim was wearing tight jeans and must have helped the perpetrator remove the jeans, therefore implying consent. The following day women in the Italian Parliament came to work wearing jeans in solidarity with the victim.

Through a social media and poster campaign, this initiative raised awareness, fostered solidarity and sparked important conversations about preventing sexual violence, while also highlighting why it is so important to support survivors. It provided an opportunity for people to show their support, challenge harmful attitudes and advocate for a culture of respect and consent. We were delighted to see so many people across the 3 institutions on the day show their support by wearing denim.



**Above:** Roger Dsilva, Benita Benjamin Victor, Maria Healy.



**Above:** Consent Ambassadors, Deborah Koroma, Mónica Sánchez, Akash Felix.



**Above:** Rabiya Ali, Maria Healy, Kathleen Maher.



The Education Awards 2024

## The Education Award Ceremony 2024

The Education Awards 2024 ceremony took place on Thursday, 25 April at the Killashee Hotel, Kildare. The Human Rights EDI Office was shortlisted in the 'Excellence in Diversity, Inclusivity and Equality' Category. There were 14 UL nominees for the 2024 Education Awards.

## Evolve Panel Discussion: Access for All - Building an Inclusive Future

On Thursday, 2 May, the EVOLVE Community held an online panel discussion titled "Access for All: Building an Inclusive Future." EVOLVE is a peer-to-peer, voluntary, and informal space for UL Support Staff to share knowledge. The panel provided a platform to discuss how small daily actions can improve work and communication for everyone, both at work and home, and to highlight various initiatives and workshops taking place across campus. The way we communicate, and present content can bridge gaps and shape perspectives. Therefore, EVOLVE brought together a panel of experts from across UL to discuss the small steps and actions we can take to improve inclusivity for all. The panel included:

- Thomas O'Shaughnessy (Educational Assistive Technology Centre, EATC)
- Brendan Vaughan (Head of Web)
- Niloufar Omid (Human Rights-EDI Office)
- Alex Hodgers (EqUL)

During the panel, Dr Niloufar Omid discussed the development of the Race Equality Action Plan and its impacts across the campus sectors, actions, and decisions.

## Harmonies of Diversity, Celebration of Diversity & Africa Days

Wednesday, 22 May



**Above (l-r):** Dr Marie Connolly (HREDI Office Director, UL), Sharon Murphy (Musician and Song Writer), Dr Niloufar Omid (EDI Policy Officer, UL), Michelle Ivy Alwedo (MA Student in Creative Writing, UL).



**Above (l-r):** Dr Niloufar Omid (EDI Policy Officer, UL), Lucy Edith Kinza (MA Student in Journalism, UL), Kate Njoku (Chair of Limerick Migrant Integration Forum).



**Above:** Sharon Murphy, Singer/Songwriter.

On Wednesday, 22 May, the Human Rights-EDI Office and UL Global held an event in the Irish Chamber Orchestra (ICO) Studio celebrating Diversity and Africa Days, where students, staff, and members of the public could experience the incredible music and voice of Sharon Murphy, the phenomenal Black-Irish musician and singer. Sharon performed her original songs on anti-racism, as well as a song highlighting her experiences as a Black-Irish woman in Ireland. The event was open to the public as part of UL's strategy to influence the wider society beyond the walls of campus. Additionally, Michelle Ivy Alwedo, UL Master student and a brilliant poet, shared her original poem with us.





## EQUITAS EDI IN PRACTICE IN HIGHER EDUCATION CONFERENCE - TUS MOYLISH CAMPUS



**Above (l-r):** Lorraine Leeson, Trinity College Dublin, Dr Helen Maher, NUIG, Professor Lorraine McIlrath, MIC, Dr Marie Connolly, UL and Sheena Duffy, HEA.



**Above (l-r):** Dr Helen Maher, NUIG, Professor Lorraine McIlrath, MIC, Lorraine Leeson, Trinity College Dublin, Dr Marie Connolly, UL and Sheena Duffy, HEA.

A two day Equitas EDI in Practice in Higher Education Conference took place on 23 – 24 May at TUS Moylish, Limerick. Dr Marie Connolly took part in a panel discussion along with Sheena Duffy from the HEA, Lorraine McIlrath from MIC, Helen Maher from NUIG and Lorraine Leeson, AVPEDI in Trinity College. All four ladies were part of a very engaging conversation on the EDI Landscape in Higher Education panel.

Dr Marie Connolly also delivered a talk on 'Implementing a Values Led Human Rights Equality, Diversity and Inclusion Strategy. This was part of a session on EDI Frameworks, Strategies to support Culture Change.

Dr Niloufar Omid presented her research findings on 'Intersectional Battle Fatigue and Minority Stress' at Equitas EDI in Practice in Higher Education Conference - TUS Moylish Campus. This was part of a session on Education that Empowers Diverse Communities.

### Co-Op Placement - EDI Office

Chloe Nagle joined the EDI office for her co-op placement on Monday, 27 May and will be here for 8 months. Chloe is studying Law Plus at UL, and will be starting third year this year. Chloe said "I think I am going to really enjoy it here, and learn a lot over the next few months. Throughout my life, I have seen the impact that inclusive environments can have on individuals and communities. These experiences have shaped my views that every person deserves the opportunity to thrive in an environment free from discrimination. Knowing that I can help have a positive impact on people's lives is incredibly fulfilling".



## Working with Civil Society Organisations and Local Authorities

On 30 May, Niloufar Omid attended the Limerick Integration Steering Group meeting at Limerick City Hall, providing an update on the HREDI Office's efforts in facilitating the integration of migrants at UL. This included innovations from the Race Equality Action Plan to ensure equal opportunities and outcomes for migrants in access to education and work at UL.



## UL Campus Pride Parade



## Pride Month 2024

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. UL Student Life, Postgraduate Student Union, OutInUL, EqUL the LGBTQIA+ staff network and supported by the HREDI office organised a UL pride parade. Staff & students gathered beside Brown Thomas at 1pm on Tuesday, 4 June, as the rain lifted. The parade made its way through the campus and across the living bridge before culminating with some refreshments in the Pavilion. Thanks also to the buildings department for ensuring the pride flag was raised outside Plassey House to highlight the month. Staff interesting in joining EqUL or wish to contact the committee can find more details on the HREDI [website](#).



A Staff Disability Census Survey will be issued to all staff over the next few weeks. 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. Staff may choose to identify themselves and can arrange a meeting with HR to discuss their needs.



## Age Friendly University (AFU) Global Network

The University of Limerick has been accepted as a member of the Age-Friendly Global Network. The Age-Friendly Global Network serves as a collective platform for institutes of higher education committed to creating inclusive and supportive environments across the lifespan. By joining the Global Network, UL has demonstrated our dedication to fostering lifelong learning opportunities and promoting active participation among older adults.

This moment marks a significant step forward in our collective commitment to creating an inclusive and supportive environment for individuals of all ages within our academic community.

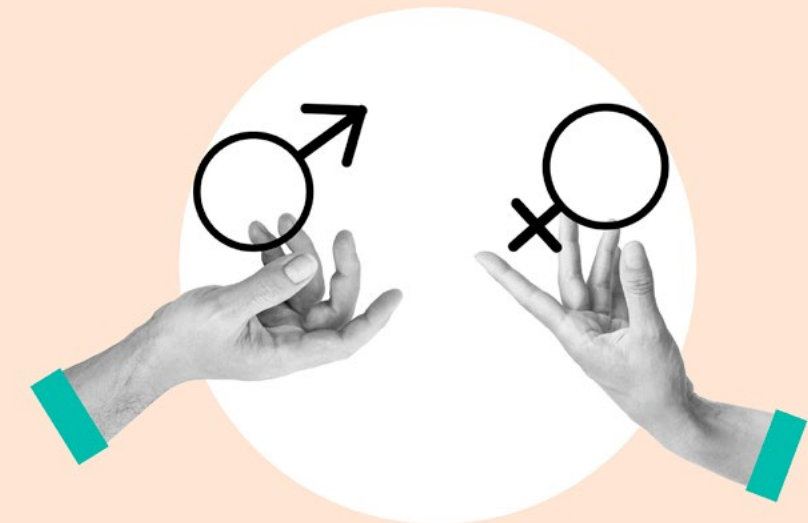
Great credit due to Professor Rose Galvin and Professor Emeritus Joachim Fischer, Chair/Co-Chair of the Age Friendly University Committee, UL on leading the application process, and to everyone on Age Friendly University Committee for their input.



## Anti-Racism Training

James Carr and his team of trainees from Glasgow conducted anti-racism training as part of the EU-funded Salaam project for a group of UL staff and members of Garda Síochána. The UL Human Rights, EDI Office held a pilot training session for a small group of staff on 10 June. The training is part of the SALAAM Anti-Racism Training, an EU-funded project led by Dr James Carr at the University of Limerick. The programme was designed by a group of experts in response to a demand for anti-racism training by local authorities for their employees. It has since been successfully delivered to various entities. The plan is now to adapt the programme for

Higher Education Institutions and other similar bodies, such as An Garda Síochána. This programme comprises a comprehensive one-day training session covering the conceptualisation of racism at different levels, along with practical actions to combat it. While it provides a broad understanding of racism in Ireland, it uses anti-Muslim racism as a tangible case study to develop understanding.



## Preparing for Academic Advancement Programme Cohort 4

The HREDI Office is leading on the 'Preparing For Academic Advancement' Sectoral Gender Equality Enhancement Funded Programme in collaboration with our Project Partners. We placed a call for 'Expressions of Interest' for the fourth and final roll out of the programme in April. Including this cohort 95 women from 7 Universities at AP A (formerly SL) level, will have completed the programme.

The aim of this sectoral modular Programme is to support Senior Lecturer level (now known as

Associate Professor A) academic women in preparing successful promotions 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.

A unique aspect of this programme is the provision of mentoring from senior accomplished academics who have agreed to give freely of their time to support participants over a 12-month period.



Stay Connected:



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