



NUI Galway  
OÉ Gaillimh



# EQUALITY DIVERSITY AND INCLUSION



ANNUAL  
REPORT  
2018/19





# CONTENTS

1	Foreword	p1
2	Legislative Framework	p3
3	Feature: EDI in Equality and Human Rights Framework	p4
4	Profile of NUI Galway	p6
5	EDI Developments at College and School Level	p10
6	Gender Pay Gap Reporting	p13
7	EDIC/EDICC Collective Intelligence	p15
8	EDIC All Staff Town Hall	p16
9	EDICC Work Programmes	p17
10	EDI Events & Initiatives 2018/19	p22
11	EDI Project Fund 2018/19	p25
12	University of Sanctuary Progress	p27
13	EDI Training & Policy Update	p28
14	EDI Goals for 2019/20	p30
15	Summary	p31





# 1. FOREWORD



I am particularly delighted to write this foreword for our Equality, Diversity, and Inclusion Annual Report as we move ahead with the development of the new NUI Galway strategic plan. Values will underpin the development of our new strategic plan and will shape and inform our implementation behaviour. Two values that have been very clearly articulated by our community are Respect and Inclusion. These become manifest in our bringing alive of equality, diversity, and inclusion as described in this report.

These values, while being embedded and expressed in our strategic plan, will build on the significant work already underway through the work of the Equality, Diversity & Inclusion Campus Committee (EDICC) and the work of the Office of the Vice-President for Equality & Diversity (OVPEd). This Annual Report - our third - provides a real insight into the exciting, challenging and energetic equality, diversity, and inclusion (EDI) agenda which is continuing to evolve and become embedded across our University community.

Some particular highlights I would like to note include the collective intelligence exercise engaged in by members of EDICC and EDI committee of Governing Authority in November – an exercise to reflect in a very focused way on EDI in NUI Galway, to identify institutional priority areas for the coming 2-3 years, and how these might help shape the new strategic plan – and the growth and development of the LGBT+ Staff Network, which is going from strength to strength. It is also worth highlighting the commendation of the Institutional Quality Review Team on the embedding of EDI across our NUI Galway community, as evidenced in a number of ways, in particular the appointment of College-based Vice Deans EDI.

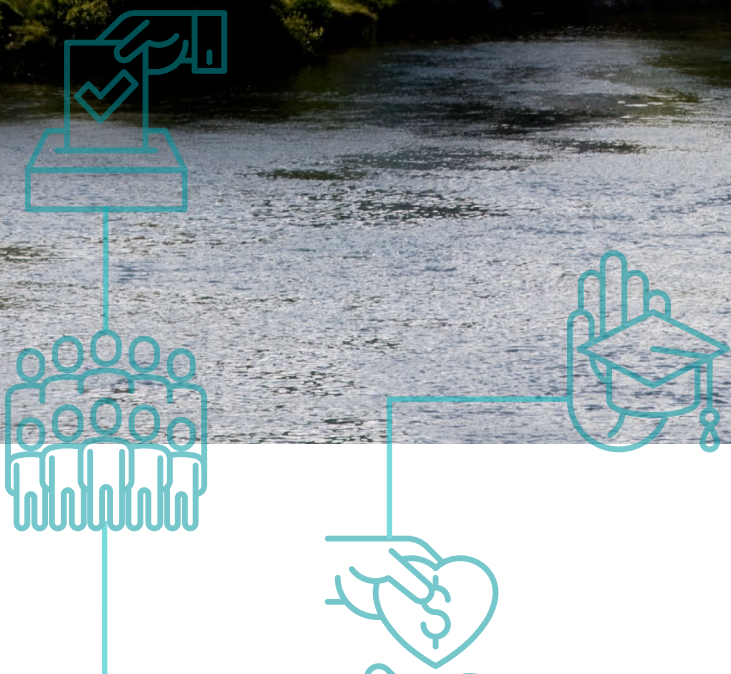
However it is clear there is still significant work to be done on this broad agenda. The recent formation of the NUI Galway International Staff Network and the commencement of the Gender Pay Gap Project is evidence that we will continue to move with pace on this important agenda.

I would like to thank all colleagues who are involved in working to further EDI in our community, in particular members of EDICC, EDIC, and colleagues in the OVPEd. Together what we will can be accomplished still.

**Professor Ciarán Ó hÓgartaigh**

BComm (Galway), DipPrAcc (UCD), PhD (Leeds), FCA (Ireland)  
Uachtarán, OÉ Gaillimh  
President, NUI Galway







## 2. LEGISLATIVE FRAMEWORK

The legislative framework which governs equality, diversity, and inclusion is comprised of a number of Acts of the Oireachtas: The Employment Equality Acts 1998-2018, the Equal Status Acts 2000-2018, the Disability Act 2005, and Irish Human Rights and Equality Commission Act 2014. It is worth noting that Ireland ratified the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) in 2018 and as a result Ireland has now agreed to be bound by the provisions of that Convention. The UNCRPD introduces robust equality rights for people with disabilities in every walk of life including in the context of employment and education. Notably there is a very strong reasonable accommodation duty and the requirement to provide additional supports in education to students with disabilities.

The Employment Equality Acts 1998-2018 were introduced to promote equality in the workplace. It does so by legislating to prohibit direct and indirect discrimination, sexual and other harassment, and victimization. The Acts require the provision of reasonable accommodation for people with disabilities and permit positive or affirmative action. 'Positive action' allows employers to take steps to promote equality, in particular in relation to gender, people with disabilities, members of the Traveller community, and employees over 50. The Acts apply to all of the following: employees in the public or private sector, whether full time or part time or temporary; trade unions, professional bodies, employment agencies and vocational training bodies. Employers may not discriminate against any employee or potential employees on the basis of any of the nine protected grounds, which are: age, race, gender, disability, civil status, family status, sexual orientation, religion, and membership of the Travelling community. Discrimination is prohibited in advertising, pay, access to employment, terms and conditions of employment, training, promotion or re-grading, the provision of vocational training, and dismissal.

The University is an employer for the purposes of this Act but equally the University can be held liable for the actions of employees, and we must on behalf of the

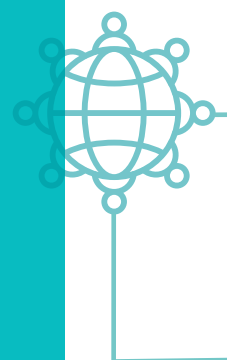
University comply with the provisions of this Act.

The most recent amendments to the Employment Equality Acts include the publication of the Governments' Gender Pay Gap (GPG) Information Bill. The Bill envisages that the Minister for Justice and Equality will introduce regulations requiring certain Irish employers to report and publish details of both their GPG and gender bonus gaps. Employers will also be required to provide the reasons for such differences and outline the measures being taken to eliminate or reduce any GPG identified. NUI Galway has commenced a GPG project, as outlined in Section 6 of this report.

The Employment Equality Acts 1998-2018 are closely related to The Equal Status Acts 2000-2018. The Equal Status Acts also prohibit discrimination on the same nine grounds but that discrimination is prohibited in the provision of goods and services, the provision of accommodation and education. It is clear that the University is obliged to ensure that students as recipients of that education are not discriminated against, are not harassed, and that students with disabilities are provided with reasonable accommodations.

The Disability Act 2005 places statutory obligation on public service providers to support access to services and facilities for people with disabilities. The Act sets out a 3% target for public sector bodies for the employment of staff with disabilities and requires the University to report each year on the number and percentage of staff with disabilities to ensure this target is met. This information forms part of the report prepared by the Department of Education and Skills Monitoring Committee to the National Disability Authority.

The Public Sector Duty was introduced as part of the Irish Human Rights and Equality Commission Act 2014. It places an explicit obligation on public sector bodies, in the delivery of their services and in interacting with their staff and those to whom they provide services, to eliminate discrimination, promote equality of opportunity, and protect human rights.







### 3. FEATURE: EDI IN EQUALITY AND HUMAN RIGHTS FRAMEWORK

Professor Siobhán Mullally, Established Professor of Human Rights Law, NUI Galway; Director, Irish Centre for Human Rights; Commissioner, Irish Human Rights and Equality Commission

The public sector duty to promote equality and to protect human rights has the potential to transform the working practices and organisational culture of public bodies. Now in its fifth year of operation, the duty to promote equality and to protect human rights is a key legislative provision, designed to move beyond an individualistic, complaints-based approach to combating inequality and to protecting human rights. Its legislative basis is section 42 of the 2014 Irish Human Rights and Equality Commission Act, which created the Irish Human Rights and Equality Commission, merging the previously existing Irish Human Rights Commission and Equality Authority. The merger of equality and human rights bodies, and the enactment of an expansive public sector duty, marked a significant policy shift, recognising equality and human rights as indivisible, and acknowledging the many intersecting axes of discrimination and exclusion that may not always be enumerated in anti-discrimination laws.

The move towards a public sector duty follows the adoption of equality duties in Northern Ireland arising from the Good Friday Agreement, and later in the rest of the UK. The public sector duty in Ireland goes further, in imposing obligations not only to promote equality but also to protect the human rights of all members, staff and the persons to whom services are provided. In the case of universities, the duty applies to all functions and purposes of a higher education institution, to the university's role in providing public education, community outreach and research, and, of course, as an employer.

A key element of the public sector duty is the commitment to integrating equality and human rights standards into all programming and policies of public bodies. Rather than waiting for individual complaints of discriminatory treatment or human rights violations, the public sector duty is intended to transform organisational cultures and practices from the bottom-up. As such, its purpose is to shift the burden of promoting equality and protecting human rights away from individuals who may be in a precarious or vulnerable situation, and to recognise the need for pro-active structural and systemic change in public bodies, across levels of management and practice.

Indeed, moving beyond a focus on effective remedies to prevention and ultimately to realisation of rights, should take public bodies beyond a reactive mode of operation. To operationalise the equality and human rights duty, a public body must first set out in its strategic plan an assessment of the human rights and equality issues relevant to its functions and purpose. Following on from this assessment, the policies, plans and actions in place or proposed to be put in place to address those equality and human rights issues must be set out, and reported on in an accessible manner in its annual report. To really bring about transformational change, the public sector duty should go beyond a box-ticking exercise. Asking the equality and human rights questions are in essence about critical and probing reflection at design and review phases of policies or programmes, recognising the potential for harm and exclusion that may come with poor design or implementation.

In complaints-based approaches to realisation of human rights and equality, the burden to react, correct and remedy such shortcomings falls on those most affected and at risk of exclusion. The public sector duty should shift the responsibility to secure equality and to protect human rights, back to the public body itself. Participation is a



core principle of human rights and equality impact assessments, as is accountability. Inclusion and consultation in design and planning phases is important, not only to preventing discrimination or human rights violations, but also to building trust and ensuring inclusion.

To lead the implementation of the public sector duty, the Irish Human Rights and Equality Commission has supported five pilot projects, including with one higher education institution, University College Cork. Being a pilot ensured that the equality and human rights duty was prioritised in the strategic planning process just beginning at that time, and subsequently in annual business and work plans across the University.

The pilot projects highlight the necessity of thinking about new ways to engage with communities and groups that might not easily access higher education, and to radically re-think consultation processes. A willingness to be accountable, open and transparent, is essential to overcoming consultation fatigue, and to ensure that the outcomes of consultation, and of the equality and human rights duty, lead to positive change in practice and not only on paper.





# 4. PROFILE OF NUI GALWAY

The NUI Galway community is increasingly reflective of our diverse society. This report illustrates some of the key representation and progression statistics for our staff and students presented by the characteristics of nationality, gender, age, and disability.

Numbers are a key part of understanding where there is potential for disadvantage and under-representation in our university. Combined with qualitative information we are building a picture of the diversity and the lived experience of our staff and students. Knowing our numbers enables us to establish a baseline, develop actions, monitor data, analyse, and report progress.

The greatest ethnic diversity is in the research staff category with

# 50%

of all researchers coming from 58 countries worldwide. This is good news for NUI Galway as research suggests that international mobility and collaboration are linked to stronger research.

(Nature, 2017 Oct 4; 550:32-33).

## NATIONALITY



NUI Galway has also seen an increase in the percentage of International students overall from AY 2017/18. Our

# 3,972

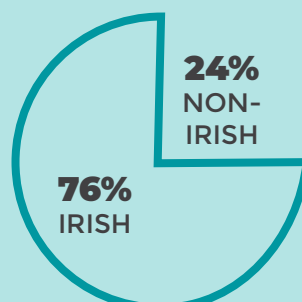
international students make up 18% of all undergraduates and 28% of postgraduate students.

The number of international staff members has grown by

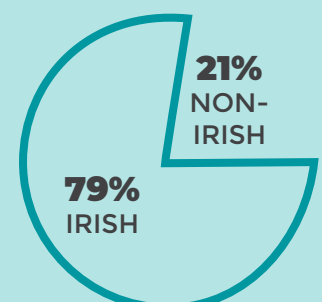
# 4%

in the last academic year with more than 74 countries represented on campus.

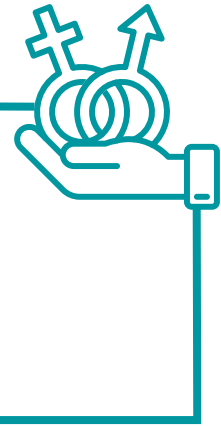
**NATIONALITY  
ALL STAFF  
2019**



**NATIONALITY  
ALL STUDENTS  
2019**



# GENDER



The overall male/female gender profile of staff is similar to the student profile, with more discernible differences when broken down by staff and student category. The overall gender profile of staff and students remains relatively unchanged from AY 2017/18. The OVPED is currently working with colleagues across the University to develop a more inclusive data system to enable us to record and report on a broader set of gender data, inclusive of those who do not identify with binary gender categories.

## STAFF 2019



ALL STAFF	
43%	57%
ACADEMIC STAFF	
53%	47%
SUPPORT SERVICES STAFF	
30%	70%
RESEARCH STAFF	
50%	50%

## STUDENTS 2018/19



ALL STUDENTS	
42%	58%
UNDERGRADUATES	
42%	58%
POSTGRADUATES	
40%	60%



# AGE

## AVERAGE AGE STAFF/ STUDENTS

ALL STAFF	44.5
ACADEMIC	48
SUPPORT SERVICES	48
RESEARCH	35

STUDENTS FULL-TIME BACHELOR DEGREE	21
POST-GRADUATE	31



The Disability Act 2005 requires public bodies to promote and support the employment of people with disabilities and to achieve a target of 3% of staff with disabilities. For 2018, NUI Galway reported to the HEA on meeting the target.

# 3%

# DISABILITY



## NUI Galway celebrates 20 years of Access

For the past twenty years, NUI Galway's Access Centre has supported individuals in realising their educational potential through a variety of student-centred programmes, approaches, and specialist services – for students who may not have met conventional educational requirements and/ or who come from socio-economic backgrounds that are underrepresented at third level. Increasing levels of participation and equity in higher education is a national priority for positive social change and tackling inequality. Access has had a clear impact on university entry in terms of the number and diversity of school leavers and mature students it supports to access higher education.

The aim of Access courses is to enable these students to acquire the skills, knowledge, and confidence required “to compete on an equal footing” with students entering third level education through conventional channels.

In total, since the Access office registered its first 11 school leaver students in 1997, over 3,600 school leavers and mature students have undertaken and completed an Access course, either on-campus or in one of its outreach centres.

As part of the twenty years of Access Celebration (1998-2018), the work of the Access Office was highlighted in a research report entitled NUI Galway Access Participation and Progress Report. This report presents data on Access student participation and progression, and highlights the important and long-term impact the Access programmes have had on almost 4,000 students from Galway City, County and the BMW and Co Clare regions, as well as the third level education system and Irish society in general. The ongoing work of the Access office is evident in the student data for AY 2018/19.

**60**  
**students**  
registered for  
**Access**  
**Courses.**

Access Courses aim to provide mature students and school leavers with the opportunity to prepare, personally and academically, for an undergraduate course of full-time study at NUI Galway.

**236**  
**first year**  
**students**

admitted via the  
**HEAR** scheme.  
HEAR provides an alternative admissions scheme for school leavers from socio-economically disadvantaged backgrounds.

**178**  
**first year**  
**students**

admitted via the  
**DARE** scheme.  
DARE is an alternative admissions scheme for school leavers whose disabilities have had a negative impact on their school-level education.

**1,125** **students**  
**registered**  
with the **Disability Support Service.**

This intake represents a 63.5% increase in student registrations with the DSS over the past four academic years.

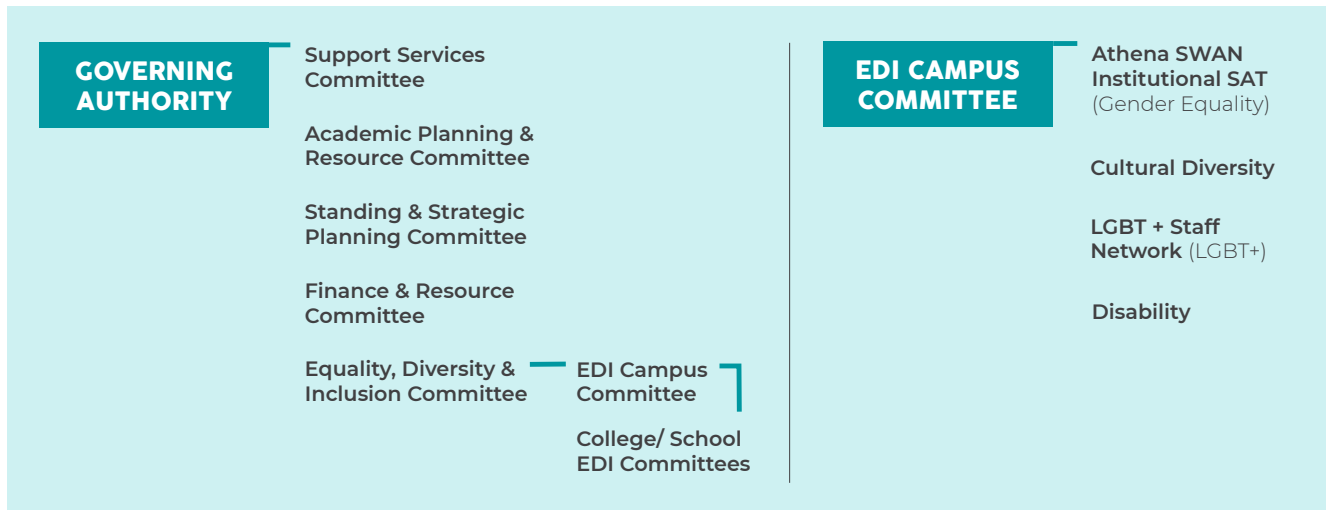








# 5. EDI DEVELOPMENTS AT COLLEGE AND SCHOOL LEVEL



EDI Governance Structure, NUI Galway

EDICC Working Group Structure, NUI Galway

The University's central equality structures are now embedded into the governance structure of the University with clear and consistent oversight and leadership. Information on the central University EDI committees, as well as the Office of the Vice President for Equality and Diversity (OVPEd), is available at: [www.nuigalway.ie/equalityanddiversity](http://www.nuigalway.ie/equalityanddiversity).

## Developing EDI Structures

The EDI structures within NUI Galway have continued to evolve over 2018/19. Schools are developing their own EDI committees (or Athena SWAN committees) to engage with the EDI agenda and provide feedback to their Colleges. As of AY 2019/20 all Colleges will have Vice-Deans for Equality and Diversity who provide an active communication channel to and from the EDI Campus Committee and their College Dean and College committees. The Vice Deans EDI also meet regularly with the OVPEd. The Support Services Directors Forum (SSDF) has also established an Equality sub-committee to look into equality and diversity in support service units. College, School, and Unit structures will continue to develop until the organisation and reporting is embedded throughout the University.

## College Updates

### College of Arts, Social Sciences, and Celtic Studies (CASSCS)

Over the last 12 months the Vice Dean EDI, together with colleagues on the College EDI committee, has embedded EDI structures and processes within all CASSCS units. There are now EDI representatives, committees, working groups, and Athena SWAN self-assessment teams at various stages of development throughout the College. There is a CASSCS EDI committee with representatives from all Schools. This committee met three times in 2018 and developed terms of reference and a schedule of activity for 2019.

The Vice Dean is a member of the EDI Campus Committee representing CASSCS, and sits on a CASSCS planning group chaired by the Dean, where guidance is provided on EDI related developments and considerations at College level. In addition to contributing to ongoing EDI activities in the College and across the University, there are several key performance indicators that have been specified for the Vice-Deanship of EDI over the next two years. These include the following:

1. All CASSCS units will establish EDI structures and processes by the end of 2019
2. The School of Psychology will submit an Athena SWAN Bronze application by November 2019
3. A second CASSCS School will form an Athena SWAN Self-Assessment Team by November 2019 and submit an application by November 2020; A third CASSCS School will form an Athena SWAN Self-Assessment Team by November 2020 and submit an application by November 2021
4. Provide all staff in CASSCS who are involved in recruitment and selection with the opportunity for unconscious bias training
5. Develop new guidelines around using Part-Time Teaching Assistant (PTTA) contracts within PhD scholarships



Dr Gerry Molloy, Vice-Dean EDI CASSCS

## College of Business, Public Policy, and Law (CBPPL)

Over the past 12 months the Vice Dean EDI has been working on three main projects:

1. Promote inclusive teaching and learning
2. Embed Athena SWAN principles in CBPPL
3. Engage with the diverse communities in our region and around the world

### Promoting inclusive teaching and learning:

NUI Galway's HEA Compact commits to supporting the holistic development of our diverse student community. Central to this commitment is the well-being of students and their sense of belonging within their learning community. Inclusion supports a more beneficial educational experience for all students. To support these objectives the Vice Dean EDI, in conjunction with the Vice Dean for Teaching and Learning and the Centre for Excellence in Learning & Teaching (CELT), developed an inclusive teaching and learning project which assesses the student experience, provides training to staff on inclusive teaching strategies, and introduces the Dean's Award for Inclusive Teaching and Learning.

### Athena SWAN:

NUI Galway commits, in the Athena SWAN Action Plan and also in the HEA Compact, to embed Athena SWAN principles in the culture of the University. To support these objectives, the Vice Dean EDI worked with the three Schools in the College to begin the process of Athena SWAN accreditation. The School of Business and Economics has established a Self-Assessment Team (SAT) and intends to make an application for a bronze award in 2020. The School of Law is in the process of establishing a SAT.

### Serving diverse communities:

NUI Galway's HEA Compact commits to serving and engaging with our diverse communities in mutually enriching ways and in particular through enhanced relationships on campus. Additionally, the institution commits to increasing student numbers from disadvantaged communities, the provision of specialised programmes for particular groups such as members of the Traveller population and refugees. Research indicates that the more familiar people are with campus life the more likely they are to apply to attend University. To support these objectives, the Vice Dean EDI worked with the University of Sanctuary Committee and the School of Law to ensure that we reserve places for people in direct provision to attend public events on campus. More recently the Vice Dean EDI has reached out to the Galway Traveller Movement with a view to working with them in the coming year.

*Dr Shivaun Quinlivan,  
Vice-Dean EDI CBPPL*



## College of Science (CoS)

The College of Science Committee for Equality, Diversity, and Inclusion was established in July 2018, with the goal of fostering a culture of inclusion and respect at all levels within the College, and to support the College in ensuring its practices reflect this. The College of Science now has Equality, Diversity, and Inclusion committees in each of its four Schools, each chaired by a member of the College committee. In addition, all four schools have either established Athena SWAN Self-Assessment Teams, or are in the process of doing so.

For the academic year 2018/19, the members of the CoS EDI committee are Florence Abram (Natural Sciences), Erica Burnell (Chemistry), Miriam Byrne (Physics), Scott Green (Students' Union), Kevin Jennings (Mathematics), Niall Madden (Vice Dean EDI), and Tonya Watts (Equality Manager), and are supported by Olive Mills (College of Science).

Events that were organised by College's EDI committees over the past academic year include:

- Chemistry: "Global Women's Breakfast" as part of a global event organised by the International Union of Pure and Applied Chemistry, where over 40 staff and students met to discuss career progression and issues facing women in chemistry, February 12th.
- Physics: Social media campaign on International Women's Day celebrating contributions made by the School's female graduates to society and science across the globe, March 8th.
- College: EDI in STEM seminar on "Science Foundation Ireland's Gender Strategy 2016-2020", by Dr Rochelle Fritch (SFI), March 25th.
- Natural Sciences: First all-school meeting on Athena SWAN which was attended by over 30 staff and postgraduate students, March 29th.

*Dr Niall Madden,  
Vice-Dean EDI CoS*



## College of Engineering and Informatics (CoEI)

### Membership:

The College of Engineering and Informatics (CoEI) EDI committee comprises 23 members across administration, academic, research and technical staff categories and three members representing UG and PG students and an invited SU Engineering representative. The EDI Committee comprises 46% female and 54% male representation (12:14) with 39% senior representation (10/26).



### Athena SWAN:

The CoEI Athena SWAN resubmission project required a new dataset and the committee worked with the ISS DANte team to generate staff and student pipeline reports in early 2019. Two members are trained Athena SWAN evaluation panellists and one assessed Athena SWAN award applications on March 21st in London.

### International Summer Academy in Engineering 4 Women:

The CoEI offers two scholarships to female engineering students to attend a unique and challenging engineering summer academy at the University of Applied Sciences Upper Austria. This year engineering students Karolina Sedyte and Marissa Britton were selected to attend the academy. The Academy, offered to only 30 female students from 15 different countries, is a two and a half week intensive programme combining theory with hands-on practical experience in engineering, informatics and natural sciences. In total four NUI Galway students across engineering and science have secured scholarships from the University to attend the Academy since 2017.

### ESB Senior Mentoring update - female PEP students:

ESB offer a special senior mentorship scheme to CoEI female students during their professional experience placement in the third year of their studies. Ms Mary O'Connor who mentored in 2018/19 is Manager, IT Service Delivery, ESB and previously held roles in IT and change including senior management, governance and audit.

### CoEI social events:

A Welcome and Farewell to Staff networking event was held on December 11th, 2018; Attended by incoming Dean, Professor Walter Gear. A 'Thinkout Workshop' was held on April 3rd with the theme "Strategic Impact of CoEI EDI initiatives" to examine the impact of current CoEI EDI initiatives, identify gaps and resulting initiatives together with their potential impact.

### Staff and Student Social Space:

The development of staff and student social space is important for building an inclusive CoEI culture. Options are under discussion with the social space working group and Buildings Office currently.

*Ms Mary Dempsey,  
Vice-Dean EDI CoEI*



## College of Medicine, Nursing, and Health Sciences (CMNHS)

For AY 2018/19, the CMNHS did not have a Vice Dean EDI in post. However, the School of Medicine (SoM) has a well-developed Athena SWAN committee which has been active on the implementation of specific actions targeted to improve communication, culture, the student experience, career development initiatives, and women's representation in the school – since submission of their application for a Bronze award in November 2017. Considerable progress has been made at a number of levels since then and this has continued apace since achieving Bronze accreditation in April 2018. Actions completed include:

- Development of a dedicated Athena SWAN webpage and twitter hashtag for the committee.
- Rollout of Active Bystander Training targeting bullying and harassment, with 100 people trained across the SoM and the Saolta Group.
- Implementation of "core hours" policy, with all SoM committees bar one complying. A poll on meeting times was implemented for the group that convenes outside core hours.
- A comprehensive report was generated from post-graduate student focus groups with recommendations for actions to improve the student experience at SoM.
- A Student Maternity Document was developed and approved by the School Board for dissemination and use within SoM.
- Locations for breastfeeding facilities for women returning after maternity have been communicated widely within the various SoM campuses (NUI Galway, associated academies in the northwest area and attached hospitals).
- All SoM committees are now gender balanced.
- Equal representation of males and females is now routine on the podium and in procession at graduations.
- Career pathways (Academic, Administrative, Technical) have been explored and defined with associated staff induction packs developed.
- A very successful SoM Athena SWAN symposium (Women in Medicine) covering career progression for career paths in the school was held recently as the first in a series of annual symposia planned.
- Two art exhibitions honouring women were also organised by SoM over the last two years. Daughters of the Dagda celebrated local female artists in 2018 and CREATE the experiences of women during pregnancy/birth in 2019.

The post of Vice Dean EDI in the College of Medicine, Nursing and Health Sciences has been advertised and it is anticipated that the new Vice Dean will be in post for AY 2019/20.



# 6. GENDER PAY GAP REPORTING

The Office of the Vice President for Equality and Diversity, with the support of the UMT, has initiated the Gender Pay Gap (GPG) Project in NUI Galway. KPMG has been engaged by the University to carry out this pay gap analysis and to advise the University on the likely national reporting requirements, in readiness for the time when annual GPG reporting becomes a requirement in Ireland. The gender pay gap (GPG) is designed to capture the extent to which women are represented evenly across an organisation, in salary terms. It is the difference in the average hourly pay of women compared to men in a particular organisation.\*

*\*For staff on hourly rates the actual rate is used in the GPG calculations. For those staff not on hourly rates the hourly rate is based on annual salary divided by 52 (weeks) divided by the relevant hours per week as per staff category contract.*

In Ireland, legislation on GPG reporting is still in development. A Private Members Bill passed the Seanad in October 2017 and the General

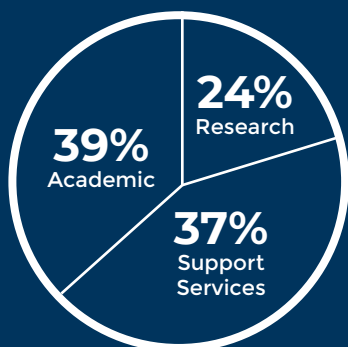
Scheme for the Gender Pay Gap Information Bill ("Government Bill"), published by Minister for Justice Charlie Flanagan, was approved by the Cabinet in June 2018. It is anticipated that companies and other Irish institutions employing 50 people or more will be required to publicly report their GPG within the next two years approximately. NUI Galway has commenced work in this area in order to establish a baseline and to involve our community in reducing the GPG. We plan to audit the GPG annually and report this in our EDI annual report.

The GPG should not be confused with the concept of equal pay for equal work (pay parity). Though issues of pay parity do feed into the pay gap, so do other important elements such as workforce composition and stratification. A review of average earnings for Academic staff has been carried out in the University, as part of our Athena SWAN Bronze application, and the results on Academic Pay Parity demonstrate clearly that NUI Galway does not have a pay parity issue.

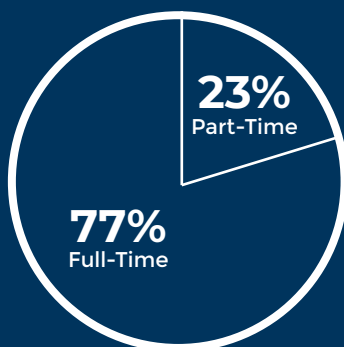
Academic Pay Parity		2016			2017			2018		
(Average Earnings by Grade and Gender)										
Academic Grade	Male	Female	Proportion	Male	Female	Proportion	Male	Female	Proportion	
Lecturer (Below the Bar)	€49,924	€52,330	1.05	€50,796	€51,661	1.02	€52,693	€52,942	1	
Lecturer (Above the Bar)	€74,992	€74,524	0.99	€75,749	€75,690	1	€78,999	€79,089	1	
Senior Lecturer	€86,629	€84,837	0.98	€86,748	€84,635	0.98	€91,291	€91,902	1.01	
Personal Professor	€121,766	€121,766	1	€124,570	€124,570	1	€129,979	€129,979	1	
Established Professor	€135,518	€127,553	0.94	€137,288	€133,371	0.97	€143,446	€135,495	0.95	

The composition of our staff group categorised by Academic, Research and Support Services categories (inclusive of Administrative, Buildings, Library, and Technical Staff), as of the end of March 2018, is shown below.

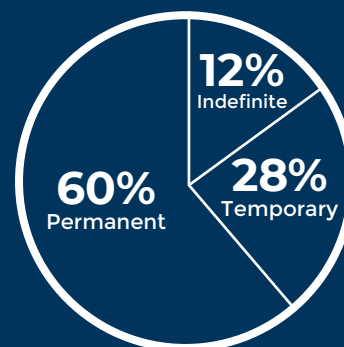
## STAFF CATEGORY



## STAFF STATUS



## STAFF CONTRACT TYPE





NUI Galway, as one would anticipate from our profile and akin to many Irish institutions and many universities internationally, has a significant Gender Pay Gap.\* The NUI Galway GPG for March 2018 is presented in the table below by staff category.

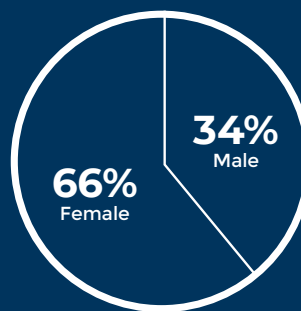
CATEGORY	MEAN GAP	MEDIAN GAP
Academic	23.2%	11.8%
Support Services	14.4%	16.8%
Research	7.6%	0.0%

\*Gender pay gap reporting involves the reporting of both the mean and median pay gap. The mean gender pay gap is an average. It is calculated by adding up the salaries/earnings of all male and female employees and dividing it by the number of employees. The pay gap is the difference between the mean (average) figures for men and women, which is reported as a percentage of the salary/earnings of men. The median gender pay gap is calculated by listing all male and female employees' salaries/earnings from highest to lowest and comparing the number that sits in the middle for each gender. The mean pay gap is the figure that is most widely reported. The median pay gap figure is used to smooth out exceptions – where one person earns far in excess of the rest of staff.

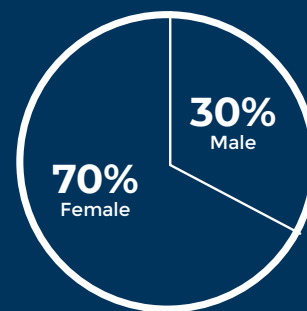
It is worth pointing out that the 23.2 % GPG for Academics is largely due to the fact that 42% of all males in the academic staff category are at Senior Lecturer (SL) grade or above, while in March 2018 only 16% of women in the academic staff category were at SL or above. Given the significance of the GPG in NUI Galway, and that for academic staff in particular, urgent and focused attention is required to reduce the GPG. It is also the case that academic promotions are within the control of the University, while promotions in the professional and support services areas currently must be directly linked with vacancies arising and either internal or open competition for those vacant posts.

Salary value quartiles show the proportion of earnings by male and female employees from upper to lower salary ranges.

LOWER MIDDLE SALARY QUARTILE



LOWER SALARY QUARTILE

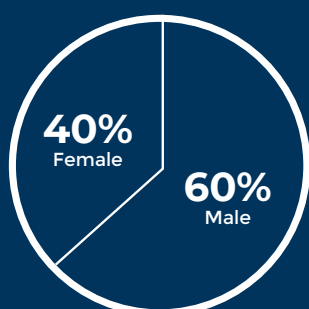


Some of the measures NUI Galway are taking to reduce the GPG are as follows:

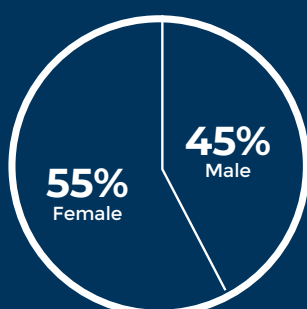
1. A Promotions Project focused on both Senior Lecturer and Personal Professor promotions – will support up to 15 women per year in preparation for promotions.
2. Careful monitoring of applicant pools and shortlists for all senior posts, professional services and academic. This will involve targeting a minimum of 30% female candidates in applicant pools and 50:50 in shortlists for all senior posts from the beginning of academic year 2019/20.
3. Introduction of rolling promotions process for promotion to Senior Lecturer and Personal Professor (with two submission points annually) and reintroduction of Associate Professor Grade to NUI Galway.
4. Research grants for returning academic carers and the Athena SWAN Research Capacity Building Grants (up to 10 per year) have been available since AY 2016/17 and are now established.
5. NUI Galway operates a retention scheme for academic staff. Monitoring of uptake of this scheme by gender with annual reporting to Academic Council, EDICC, and Údarás na hOllscoile will commence from June 2019.
6. The Director of HR is engaging with peers across the university sector to make progress on a sectoral approach to the development of a Job Evaluation Framework for Administrative Staff, as this is a key issue not only for NUI Galway but for the Irish university sector. Over the past number of years, where they have existed, almost all progression and promotion possibilities for Professional Services (including technical) staff, outside internal competitive promotion opportunities requiring colleagues to change posts, have been completely stopped or put on hold by the HEA/DES.
7. Supports for career and leadership development – the Aurora Leadership Development programme is available for up to 20 women per year from across all staff categories. Career development, mentoring and/or coaching programmes are available to all NUI Galway staff.
8. Working Group led by HR on Precarious Employment – sorting out the present and planning for the future. Terms of Reference for the Working Group were agreed in May 2019.
9. The competency framework for administrative

## Gender Difference by Salary Value Quartile:

UPPER SALARY QUARTILE



UPPER MIDDLE SALARY QUARTILE



grades is in the pilot planning phase. HR expect to roll this out within AY 2019/20.

10. Training programmes for administrative grades, i.e. Grades 1 – 5, to develop their skills for future roles.

The GPG project, and the outcome for March 2018, was presented at the all staff meeting held by the President in March 2019. It has also been presented to the EDICC, Academic Council, EDIC and will be presented to Údarás na hOllscoile in June 2019. This is in order to involve our entire university community in discussions around our GPG, in a fair and transparent way - and to confirm the measures the University is taking to reduce the GPG.

## 7. EDIC/EDICC COLLECTIVE INTELLIGENCE

### Planning for the Future of EDI at NUI Galway

A very successful Collective Intelligence Exercise (CI) was held on November 22nd, 2018 involving members of both the NUI Galway Equality, Diversity, and Inclusion Campus Committee (EDICC) and the Equality, Diversity, and Inclusion Committee of Údarás na hOllscoile (EDIC). The CI session, facilitated by Dr Mike Hogan and his team from the School of Psychology, was conducted in the Aula Maxima, and was attended by 21 EDIC/EDICC committee members. The aim of this CI process was to gather input and perspectives from committee members in order to enhance and shape further progress in promoting equality, diversity, and inclusion throughout the university.

Members of the EDIC/EDICC worked together to:

- (a) Compile and reflect upon a set of ideas on how to better support the work of EDICC and further promote equality, diversity, and inclusion across the University.
- (b) Consider a set of themes emerging from the full set of ideas and identify ways in which ideas associated with key themes might be implemented in concrete, specific, and feasible ways.

The outputs from this very useful exercise will feed into the development of the new strategic plan for NUI Galway and into the work programme for EDICC over the coming year.

Advancing the collaborative work of the Equality, Diversity and Inclusion Committee (EDIC), and the Equality, Diversity, and Inclusion Campus Committee (EDICC)

### EDIC/EDICC Collective Intelligence Report



November 22<sup>nd</sup> 2018

Collective Intelligence Network Support Unit (CINSU), National University of Ireland Galway

Michael Hogan, michael.hogan@nuigalway.ie  
Michelle Hanlon, michelle.hanlon@nuigalway.ie  
Owen Harney, harneyowen@gmail.com





## 8. EDIC ALL STAFF TOWN HALL

The first Town Hall Meeting hosted by the Equality, Diversity, and Inclusion Committee (EDIC) was held on Wednesday, February 13th, 2019. The meeting proved to be of significant interest and over 70 colleagues from across the University participated, including the President, Professor Ciarán Ó hÓgartaigh.

Sinéad Uasal Ní Fhatharta, Chair of EDIC, opened the meeting and welcomed both members of the EDIC and all colleagues present to the meeting. The Chair and the Vice President for Equality and Diversity then gave a presentation covering the history, governance structure, membership, and Terms of Reference of EDIC. Particular aspects of the work of the EDIC were highlighted to colleagues, as was the synergistic relationship between the EDIC and the Equality, Diversity, and Inclusion Campus Committee (EDICC). The formal presentation was followed by an engaged, informative discussion and a networking lunch.



## 9. EDICC WORK PROGRAMMES

The EDICC has scoped a programme of work comprising the following work streams, with each working group developing initiatives and actions throughout AY 2018/19:

- A. Gender Equality  
(including the Athena SWAN Initiative)
- B. LGBT+
- C. Disability
- D. Cultural Diversity

### A. Gender Equality

Work to embed and mainstream gender equality continues apace at NUI Galway through a number of policies, working groups, and initiatives which were developed throughout 2018/19.

#### Athena SWAN

NUI Galway, along with the School of Medicine, was officially awarded the Athena SWAN Bronze award at a ceremony in Dublin in November 2018. Minister Mary Mitchell O'Connor TD, Minister of State for Higher Education presented the awards.

held on January 28th and 29th, 2019 led by Athena SWAN Programme Manager for Ireland, Dr Victoria Brownlee.

NUI Galway has committed to making eight School submissions during the life of the current Athena Swan Action Plan (2018 – 2021). It is anticipated that two applications will be submitted in November 2019 from the School of Physics and the School of Psychology. The Office of the Vice President for Equality and Diversity has worked with the ISS DANte team to develop a suite of reports that will assist in providing the required data for School submissions. Schools will receive targeted support from the OVPED in relation to preparation of their Athena SWAN applications.

Four members of the Institutional SAT, and one member each from the School of Medicine and College of Engineering and Informatics SATs, acted as evaluation panel members for the November 2018 Athena SWAN Award submissions, for both Ireland and UK applications. This is the third round of submissions where NUI Galway has had SAT members act as evaluation panel members, and the first time an Athena Swan evaluation panel has been held in Dublin (in addition to London-based panels).



L-R Ms Aoife Cooke, Minister Mary Mitchell O'Connor, TD, Prof Anne Scott, Dr Ann Ryan at the awarding ceremony of the Institutional Athena SWAN Bronze.

The Institutional Athena SWAN Self-Assessment Team (SAT) continues to oversee the implementation of the Athena SWAN Action Plan, including supporting Schools to apply for Athena SWAN awards. The Institutional SAT held a Town Hall information event on November 23rd, 2018 to update all staff and to ensure that as many colleagues as possible understand the value of engaging with the Athena SWAN process, and the requirements of the post-2015 Athena SWAN Charter which extends beyond STEM to all disciplines within the university. In order to further engage School colleagues, two workshops were



Colleagues in attendance at the inaugural School of Medicine Athena SWAN Annual Symposium.

#### Gender Equality Action Plan

The second NUI Galway Gender Equality Action Plan (GEAP 2) has been developed integrating the following action plans;

- The NUI Galway Athena SWAN Action Plan,
- Elements of the NUI Galway GEAP 1 that are still in progress – including recommendations from the HEA Review of Gender Equality in Irish Higher Education Institutions (2016), and
- The Gender Equality Action Plan 2018 – 2020, launched by Minister Mitchell O'Connor in November 2018.

Integration of these three action plans into one single document (GEAP 2) will enable more



effective oversight on developments in the gender equality arena across the university. This second GEAP was approved by UMT in May 2019 and by EDIC in June 2019.

### Working Group on Sexual Harassment and Sexual Violence

A Working Group on Sexual Harassment, chaired by the VPED and with cross-university membership, was established in January 2019 and has held four meetings this academic year. The initial work of this group is focusing on reviewing our policies, procedures and training needs in this area, to better equip our NUI Galway community to ensure that staff and students are aware of our duty to respect each other and to support students and staff who have experienced sexual harassment and/or sexual violence. In this context it is important to highlight the launch on April 5th, 2019 by Minister Mitchell O'Connor of the **Framework for Consent in Higher Education: "Safe, Respectful, Supportive and Positive-Ending Sexual Violence and Harassment in Irish Higher Education Institutions"**. The full report can be found on the Department of Education and Skills website.

The NUI Galway Working Group has been kept informed of the national developments in this area by Dr Pdraig MacNeela who was a member of both the National Forum that produced the Framework, and a member of our NUI Galway Working Group.

### External Advisory Group

The External Advisory Group on Gender Equality (EAG), established as a result of a recommendation of the NUI Galway Gender Equality Task Force (2016), had their third annual visit to the University on June 6th, 2019. The EAG members met with the President, members of the University Management Team, and the OVPED. They also had a networking lunch with members of both EDIC and EDICC. This was an opportunity for the EAG to discuss progress in embedding the EDI agenda in NUI Galway, and in particular developments in supporting gender equality at the University, with members of these two key university committees.



L-R Members of the EAG, Prof Paul Walton, Prof Jane Grimson, Prof Yvonne Galligan, and Prof Tomas Brage.

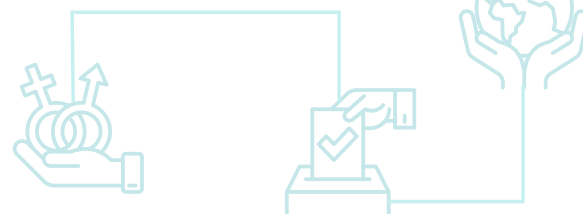
## B. LGBT+

The initial work programme of the EDICC included development of visibility and awareness of LGBT+ concerns and issues on campus. The LGBT+ Staff Network, founded in August 2017, continued to build on their successful engagement and visibility initiatives throughout 2018/19.

The University LGBT+ Staff community now have a visible presence in the Galway Pride festivities, with NUI Galway staff marching alongside the Students' Union. In celebration of Galway Pride 2018, the Network also brought the Road to Equality exhibit to campus. The Road to Equality exhibit showcases 40 years of activism that reshaped Ireland, culminating in the introduction of marriage equality and gender recognition. The exhibit was developed by the National LGBT Federation who generously loaned it to NUI Galway. The Gender Identity and Gender Expression policy was fully implemented on campus throughout 2018/19, with clear pathways and supports for both staff and students. The Office of the Vice President for Equality and Diversity is the designated first contact point for transitioning staff or students to discuss the policy and supports available. The LGBT+ Staff Network as well as the Students' Union Gender and LGBT+ Rights Officer and GiGSoc are available for peer support and resources.

The LGBT+ Staff Network also helped in the development of a visible inclusion initiative which launched this year, the NUI Galway LGBT+ Ally Programme. The Ally Programme is a member-based initiative working towards increasing the knowledge, awareness, and support of LGBT+ colleagues and students. In partnership with individuals and Schools/Units, the LGBT+ Ally Programme aims to create a safe and inclusive environment for staff and students of all sexual identities and genders at NUI Galway and to advocate for a culture of equality, diversity, and inclusion. Allies are provided with resources and information to become confident and supportive friends on campus. To find out more or become an LGBT+ Ally, visit: [www.nuigalway.ie/equalityanddiversity/lgbt](http://www.nuigalway.ie/equalityanddiversity/lgbt)

EDICC, and the LGBT+ Staff Network, are incredibly proud of the work that has taken place over the past two years and with the engagement from the university community. The LGBT+ work programme as scoped has been achieved, and looking forward, the LGBT+ Staff Network, the LGBT+ Ally Programme, and the LGBT+ University community will have a clear voice at NUI Galway. The LGBT+ Staff Network appreciates the diligent work involved in making these changes and developments take shape at NUI Galway, and look forward to working with the university community over the coming years. To keep in touch or find out more please contact [LGBT@nuigalway.ie](mailto:LGBT@nuigalway.ie).







Members of the NUI Galway LGBT+ Staff Network marching alongside students in the Galway Pride parade.





## C. Disability

Internationally, attitudes towards disability are shifting from a medical model to a social model, largely thanks to the UN Convention on the Rights of Persons with Disabilities (UNCRPD), which was ratified by Ireland in March 2018. The social model views the way society is organised as being disabling rather than the individual's impairment itself; for example, physical and attitudinal barriers. From this perspective, the Working Group on Disability is leading and collaborating on a number of projects to ensure that staff and students have the same opportunities to contribute and participate to the best of their ability, as any other member of the NUI Galway community.

In 2018/19, the Working Group focused on five key areas:

1. Consultation with staff members via a broad Equality and Diversity culture survey to assist in understanding how we are currently including and supporting staff with disabilities in the workplace and to identify the most important issues to address in creating a more inclusive workplace.
2. Development of a proposal to establish a central University Fund to support non-EU students or those who are ineligible for state funding via the Fund for Students with Disabilities (FSD). The establishment of a central fund enables the University to support these students in a timely manner and ensures that the university can proactively meet its legal requirements as outlined under the Equal Status Act 2000-2015.
3. Publication of a Staff Guide to Disability in the Workplace.
4. The Working Group has commenced work on a Reasonable Accommodations Policy for students with disabilities.
5. Admission routes for students with disabilities - the Working Group linked across the various admission routes for students to ensure that the same information is made available to all students, including international students, on acceptance of an offer in order to encourage students to disclose a disability prior to arriving at NUI Galway. This is intended to ensure that adequate supports are in place, including possible access to accessible accommodation, when students arrive in Galway.

## D. Cultural Diversity

In 2018/19 the Cultural Diversity Working Group focused on three ongoing issues:

1. **Barriers that face non-EU staff**, including procedural difficulties in maintaining visa status and limitations on foreign travel. The working group considered a number of actions including (a) consultation with colleagues familiar with the procedures; (b) collating of appropriate data to identify and scope the exact subset of staff who are affected; and (c) possible approaches to the Gardai (GNIB) with proposals to facilitate the provision of specific visa renewal services for NUI Galway staff and students. The working group has co-opted an

experienced colleague from HR to ensure that key offices are involved and that the University take a co-ordinated, consistent approach to these matters going forward.

2. **Cultural diversity in staff representation and decision-making** throughout the university. As a first step, the working group will consider ways to gather data on staff ethnicity by developing a data collection system and encouraging university employees to populate diversity monitoring fields in their records, with the aim of augmenting future efforts to maximise representation. Planning for this data collection is underway and will move forward with co-opted specialists in AY 2019/20.
3. **Review equality of academic attainment across cultural subgroups of the student body**, in light of international research suggesting that cultural minority students often face academic barriers not accounted for by (for instance) socio-economic factors. The working group have agreed that data on attainment should be scrutinized to ascertain the extent of this problem should it exist at our university. Possibilities to investigate data on broader engagement with student life (e.g. clubs and societies) might also be informative. This matter will be given further consideration during the coming academic year.

In addition to the above work a strong desire for the development of a Network for International Staff has been expressed by a number of colleagues throughout the University. Following recent discussions at Academic Council on this matter, colleagues in the Office of the Vice President for Equality and Diversity worked with Dr Srinivas Raghavendra, Cairnes School of Business and Economics, and the College Vice-Deans EDI to facilitate a networking lunch and discussion forum as a first step in the development of the Network. This lunch time event was held on May 30th, 2019 and was attended by approximately 50 colleagues from across the university. It was enthusiastically agreed to take this project forward in the new academic year.



L-R, Dr Srinivas Raghavendra, Ms Tonya Watts, Dr Dinali Wijeratne, Ms Aoife Cooke, Prof Anne Scott, Dr András Költő at the first networking meeting for international staff







# 10. EDI EVENTS & INITIATIVES 2018/19

The wide range of events and initiatives supported by the OVPED throughout 2018/19 show the scale of involvement and passion from staff across campus. The following highlight some key events as a taster of the development of a culture of equality, diversity, and inclusion at NUI Galway.

## Family Gatherings

The NUI Galway Parent’s Community volunteers worked hard to provide two exciting events for families this year. A Family Summer Movie Night was held on August 22nd, 2018 at the Eye Cinema. Parents and children enjoyed a screening of the original Mary Poppins with complimentary popcorn and drinks. The Family Festive Gathering was held on December 16th, 2018 in Áras na Mac Léinn. Families enjoyed visits with farm animals, juggling, storytelling, and face painting – as well as hearing stories from Mrs. Claus who had a special gift for each child.

Mrs. Claus (Ms Lorraine McIlrath) sharing pictures from her sun holiday with children at the Festive Family Gathering



## University Women’s Network

The UWN programme of events throughout 2018/19 covered a range of issues of interest to members, including the following highlights:

- An informative event on the menopause in October 2018, which is increasingly being recognized as a workplace issue. The event was well-received and the UWN hope to support further events on this topic.
- A networking lunch on November 13th, 2018 with the new Academic Council members to ensure that members of Academic Council could be effective in influencing change.
- In January 2019, a lunchtime event entitled “What is RIGRAM and how does it impact budget allocations” was held to review the new budget model and was well attended by colleagues from across the University.

Co-Chair of the UWN Dr Rachel Hilliard opening the UWN Inaugural Sheehy Skeffington Distinguished Lecture Series

## LGBT+ Staff Network

The LGBT+ Staff Network hosted the National LGBT Federation’s Road to Equality Exhibit on campus in August 2018, and held a reception during Galway Pride to mark the occasion.

The LGBT+ Staff Network steering committee with NUI Galway President, Professor Ciarán Ó hÓgartaigh



## External Engagement

Minister Mary Mitchell O'Connor TD, Minister of State for Higher Education visited NUI Galway on October 26th, 2018 to formally launch the NUI Galway 2017/18 EDI Report. Speaking at the launch, Minister Mitchell O'Connor said: "I'm delighted to launch this report which pulls together many strands of work to highlight that NUI Galway is embracing difference and has a solid foundation in place as it strives to be a bastion of equality and diversity."

L-R Prof Anne Scott, Minister Mary Mitchell O'Connor, TD, with NUI Galway President, Professor Ciarán Ó hÓgartaigh at the 2017/18 EDI report launch.



NUI Galway's SMART Consent team; Dr Pádraig MacNeela, Dr Siobhán O'Higgins, and Kate Dawson from the School of Psychology, and Dr Charlotte Mclvor from the Centre for Drama and Theatre Studies officially launched a four-year Active Consent programme funded by Lifes2good Foundation and in partnership with Galway University Foundation and NUI Galway.

L-R Dr Charlotte Mclvor, Dr Pádraig MacNeela, Dr Siobhán O'Higgins, Minister Mary Mitchell O'Connor, and Ms Kate Dawson at the launch of the Active Consent Project



## EDI Projects on Campus

To mark Traveller Ethnicity Day on campus, Mr Owen Ward, in collaboration with the University of Sanctuary and funded by the EDI Project Fund, held an Access to Nursing workshop day for members of the Traveller community to come to campus and learn more about the pathways into careers in nursing or midwifery.

Members of the Access office, University of Sanctuary committee, and Office of the VP for Equality and Diversity marking Traveller Ethnicity Day

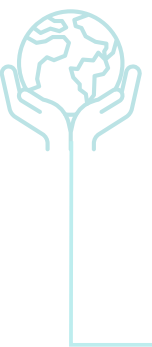
Nollaig na mBan was celebrated on campus this year with the support of the EDI Project Fund. The University Women's Network hosted the project organised by Ms Mary McGill, which brought the annual Herstory celebrations to campus.



## Seminars

The second annual Athena SWAN Women in Leadership Seminar was held on November 12th, 2018 in the Aula Maxima. Professor Anne De Paepe, Pro-Vice Chancellor of Ghent University, spoke about her experiences, "From Making Decisions to Decision-Making".

L-R Prof Anne De Paepe welcomed to campus by NUI Galway President, Professor Ciarán Ó hÓgartaigh, and Prof Anne Scott





# International Women's Week

## Seachtain Idirnáisiúnta na mBan



### Spotlight: International Women's Week

International Women's Day took place on March 8th, 2019. The OVPED, in collaboration with colleagues across campus, developed an engaging and diverse schedule of events for the week-long celebration. Programme of events:

- "Queer Women in Higher Education Open Forum" The LGBT+ Staff Network hosted an open forum discussion and lunch around the inclusion of queer women in higher education environments.
- "Women on Supreme Courts" The School of Law presented an engaging panel of Justices, coinciding with the sitting of the Supreme Court at NUI Galway.
- "First Steps to Success – Owning your worth and planning the game strategy" Sonya Lennon joined the Career Development Centre to present a lively session to NUI Galway students on engaging with their careers.



"Pat's Portrait: In conversation with artist and subject" The OVPED hosted an event honouring Dr Pat Morgan with the unveiling of her recently commissioned portrait by Una Sealy, which will be added to the University art collection.



"Standing up to injustice: my Sheehy Skeffington legacy" On International Women's Day, the UWN launched the Sheehy Skeffington Distinguished Lecture Series with the inaugural lecture by Dr Micheline Sheehy Skeffington. The lecture series will celebrate people who have shown the courage to call out injustice.



NUI Galway and Dress for Success Dublin Partnership: "Equality in the Workplace" Founder of Dress for Success Dublin, Ms Sonya Lennon, joined Dr Michelle Millar and Ms Grainne O'Meara (Merit Medical) for an engaging panel discussion on workplace equality moderated by Mr. Dave O'Connell (Connacht Tribune).



"InnovateHER - NUI Galway Women in Innovation: Changing Perceptions and Inspiring Growth in Medtech" The InnovateHER Medtech group held an exciting panel discussion with female Innovators at NUI Galway.

# 11. EDI PROJECT FUND 2018/19

The EDI Campus Committee, in collaboration with the OVPEd, has established an annual Equality, Diversity, and Inclusion Project Fund (€10,000) to be awarded as several small grants normally ranging from €300 - €1000. The fund is available to staff and students each year on a competitive basis for a variety of equality projects within the University. The EDI Project Fund aims to facilitate innovative equality/inclusion initiatives and to promote and celebrate diversity in all areas of life in NUI Galway.

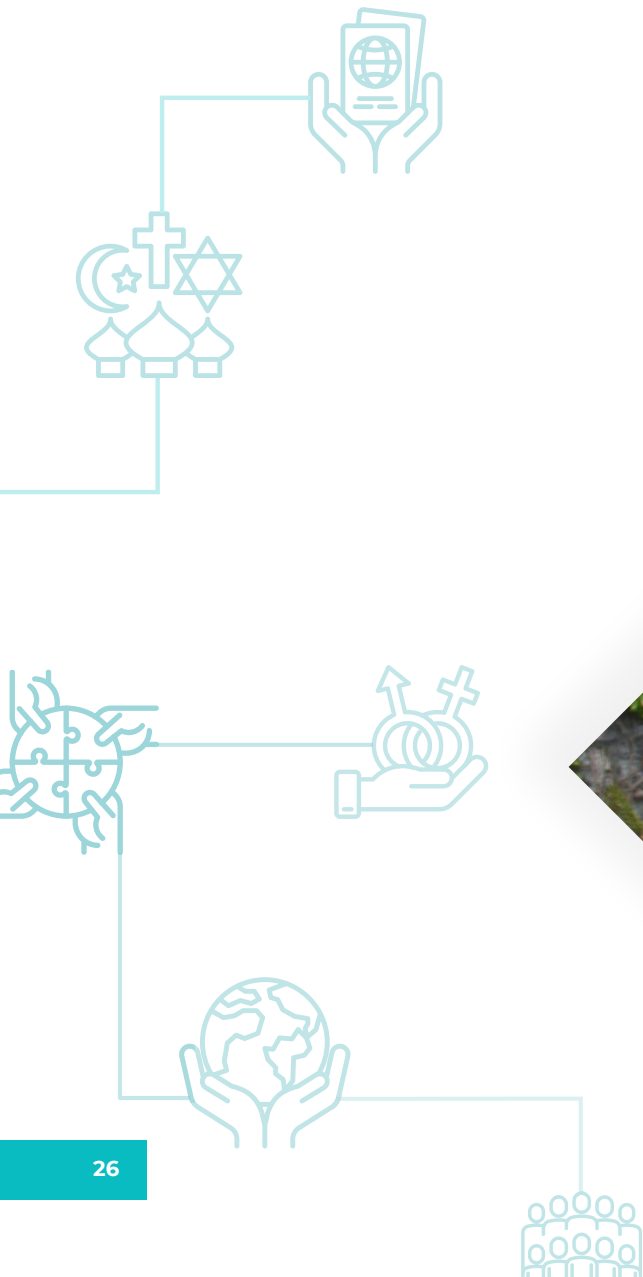
The EDI Project Fund 2nd annual call for applications closed on October 22nd, 2018. Of the 23 applications received, the EDI Project Fund Sub-committee were delighted to award 13 grants for 2018/19, to a mix of staff and student projects across campus and priority themes.

- **Professor Elizabeth “Nellie” Lee Award for Outreach Engagement**  
The School of Chemistry will mark Professor Lee’s passing and contribution by inaugurating an award in her name for a postgraduate student who has shown exceptional dedication to the School’s outreach program.  
**Funded:** €400  
**Organisers:** Patrick O’Leary on behalf of the School of Chemistry
- **LGBTI in Undergraduate Medical Curriculum**  
The project will develop a 12-week special studies module on LGBTI health that can be incorporated into the undergraduate medical curriculum to allow final cycle medical students to achieve competencies required for dealing with minority groups.  
**Funded:** €625  
**Organisers:** Sinead Lydon, Chris Noone, Dara Byrne, School of Medicine & School of Psychology
- **The “T” Fund**  
This project aims to build on the work of promoting the rights and well-being of transgender students by setting up a fund to address the extra financial burden that trans and non-binary students may face by providing essential materials such as clothing and binders.  
**Funded:** €600  
**Organisers:** GiGSoc
- **Supporting Diversity in Academic Writing**  
Tutors from the University of Hawaii will do a series of interactive presentations for participants via video link to highlight current inclusivity related challenges in approaches and articulate practices in the teaching and producing of writing.  
**Funded:** €350  
**Organizers:** Irina Rupp, Academic Writing Centre
- **Access to Nursing Workshop**  
To mark Traveller Ethnicity Day, March 1st, 2019, a workshop will be held to introduce the main concepts of nursing in an Irish context, outline the need for diversity in the nursing profession, highlight the pathways into nursing that are available to prospective students, and outline available supports.  
**Funded:** €700  
**Organisers:** Owen Ward, in collaboration with the Access Office
- **Disability Awareness Day**  
The Disability awareness day event will help to facilitate social interaction for our overall student-body, staff, and community in order to highlight diversity and the need for proper inclusion of people of varying abilities and medical conditions.  
**Funded:** €1,000  
**Organisers:** Eliona Gjeczaj, IMPACTE Society
- **Making NUI Galway a Communication Friendly Campus: Hear Me!**  
This project aims to deliver a Hear Me! Communication Awareness Training module for staff at the restaurants and cafes on campus in order to increase the number of trained staff. By increasing the number of trained staff the restaurant/café can then engage in the Hear Me! Certification process.  
**Funded:** €990  
**Organisers:** Clare Carroll, Libby Kinneen, Ita Cunningham, Kate Healy, Eadaoin Dolan, Speech & Language Therapy
- **Celebrating Herstory at NUI Galway**  
This project will bring Herstory to NUI Galway, planned around Nollaig na mBan in early January, 2019. The core aim of this project is to celebrate and raise awareness of the brilliant women who have graduated from NUI Galway over the course of its history.  
**Funded:** €950  
**Organisers:** Mary McGill, in collaboration with the UWN and FemSoc
- **Social Inclusion and Public Engagement in Science**  
An expert science communicator will give training on how to plan, run and deliver socially-inclusive public engagement activities in science targeted at children from socio-economically disadvantaged backgrounds (including children from either migrant/refugee backgrounds or from the Traveller community).  
**Funded:** €990  
**Organisers:** Muriel Grenon, Cell Explorers, in collaboration with the University of Sanctuary and Cúram



- Campus visit for potential students from the Traveller community**  
 Working with local Traveller groups, members of the Traveller community will be invited to join the School of Business & Economics to hear about the different entry paths to NUI Galway, the supports available for non-traditional students and get a flavour of what life on campus is like.  
**Funded:** €600  
**Organisers:** Mary Cosgrove on behalf of the Cairnes School of Business and Economics Equality & Diversity Committee
- Universal Design in Teaching & Learning Pilot**  
 The project will engage a member of CELT to facilitate the accreditation of staff through the online digital badge in Universal Design in Teaching & Learning to build the capacity of staff to provide an inclusive learning environment.  
**Funded:** €1,000  
**Organisers:** Shivaun Quinlivan, Lucy-Ann Buckley, Sharon Flynn

- InnovateHER - Medtech**  
 The InnovateHER programme is an initiative of LaunchPad that started in 2017. This proposal will expand the programme with one pillar focusing on women in MedTech - encompassing a suite of four events that showcase female entrepreneurs and create a new network of female innovators in Galway.  
**Funded:** €750  
**Organisers:** Ena Brophy on behalf of the InnovateHER programme 2018/19
- Let's Celebrate Multiculturalism!**  
 The DSI will implement a month-long programme of events around a 'Let's Celebrate Multi-Culturalism!' festival in March that would include: Weekly lunchtime talks, weekly board-games evenings, open research day, in-house coding workshop, social outing for DSI members, wall map of the world for DSI, multi-cultural fair finale, and production of videos promoting cultural diversity.  
**Funded:** €990  
**Organisers:** Brendan Smith on behalf of the Multi-Cultural steering committee, DSI



# 12. UNIVERSITY OF SANCTUARY PROGRESS

With the support of the Community Knowledge Initiative, the Access Office, and the Office of the Vice President for Equality and Diversity, the University of Sanctuary steering committee has had a second active and successful year. Work is ongoing to develop programmes and initiatives to support the designation of NUI Galway as a University of Sanctuary.

Several initiatives were run throughout 2018/19 including; funded tutor hours for an International Protection Applicant studying Leaving Cert biology; a Migration and Asylum Process event on June 13th, 2018 including guest speakers Dr Kathy Reilly (NUI Galway), Suzanne McKane (GCP Bridge Project), and Jacqueline Phiri (NUI Galway student); hosting a 2-week English language course for International Protection Applicants residing in local Direct Provision Centres; and a Barriers to Diversity in Ireland's Education System event on November 30th, 2018 including speakers Dr Elaine Keane (NUI Galway), Catherine Cooney (GRET), and Owen Ward (NUI Galway Student).

Through collaboration with the Vice President for the Student Experience and the Vice President for Equality and Diversity, the Inclusive Centenary Scholarships criteria were also broadened, resulting in three undergraduate scholarships being awarded for the academic year 2018/19. Through the 1916 Stipends programme, successful applicants also received allowances for education materials. University of Sanctuary also collaborated with the Youth Academy and Galway Traveller Movement (GTM) to provide five free Youth Academy places to Traveller children aged between 8-11yrs in September 2018.

As the journey and work continues, the committee plan to submit an application for NUI Galway University of Sanctuary status by the end of academic year 2018/19.



L-R Ms Jackie Phiri, Ms Suzanne McKane, and Dr Kathy Reilly at the Migration and Asylum Process event





# 13. EDI TRAINING & POLICY UPDATE

## Training Programmes

The OVPED supports a variety of training and development initiatives which help to raise awareness and provide supports across a range of equality and diversity issues.

1. Annual Unconscious Bias Training is compulsory for all members of the University and Academic Management Teams, Heads of School, Chairs of committees, members of interview and promotion boards/panels, and other senior decision makers since 2015. A staff member's initial unconscious bias training (i.e. the first time they undertake the training) must be face-to-face lasting for a minimum of half a day. To-date 405 members of staff have attended these training sessions. All members of UMT attended refresher unconscious bias training facilitated by Dr Pete Jones, Shire Professional Chartered Psychologists, in November 2018. Annual refresher unconscious bias training is available via an on-line module. The on-line module is also suitable for external colleagues who may act in an external capacity on an interview and promotion panel. All staff may avail of unconscious bias training on-line. In 2018, the OVPED introduced an introductory "Lunch & Learn" Unconscious Bias Training. This 45 minute session is designed to give all staff a general understanding of why it is important that we are aware of our own biases, and help in understanding the impact of unconscious bias in our daily interactions and decisions. All staff are encouraged to attend an introductory session. Please contact the OVPED if you would like to host a "Lunch & Learn" session in your School, Unit, or Research Centre.
2. The LEAD (Living Equality and Diversity) Programme, an on-line e-learning resource which was developed by the IUA Equality Network, is available in NUI Galway since 2013 at <http://www.leadequalitynetwork.com>. LEAD was originally developed with the support of the former Equality Authority and the Equality Mainstreaming Unit. The IUA Equality Network has recently launched a request for tenders for an entire redevelopment of the existing LEAD programme, as part of a blended approach to generating mainstream staff engagement with equality, diversity, inclusion, and human rights issues. We look forward to a new programme in 2020.
3. Ramp-up (post-maternity) Workshops were introduced in February 2017 and to-date 25 members of staff have undertaken the programme. The aim of this workshop is to support employees on their return from maternity leave and provide coaching on how best to navigate the work/life balance. Feedback continues to be incredibly positive.
4. Equal Opportunity Complaints Adjudication Training is available for all Heads of Schools, Disciplines and Units who have a particular responsibility for implementing the Equal Opportunities Policy and may be required to investigate a complaint of discrimination and/or may be appointed to a Complaints Panel to hear and decide on a complaint of discrimination. All staff members who are responsible for hearing a complaint of discrimination are required to complete appropriate equality training. Twenty staff members completed this training in AY 2018/19.
5. Becoming an LGBT+ Ally information sessions have been introduced in conjunction with the NUI Galway LGBT+ Ally Programme. This session is run in collaboration with the LGBT+ Staff Network, the Students' Union, and GiGSoc to provide the opportunity for staff members to learn more, to increase their knowledge of terminology and policy, to provide links to the correct resources on campus, and to feel confident in supporting their LGBT+ colleagues and students. There are currently 54 members of staff registered as LGBT+ Allies on campus.
6. Understand Le Chéile – Autism Awareness Training was piloted in 2018/19. Student Society Enactus delivered a training session to 14 members of staff on Autism Awareness Day 2019.
7. The Aurora Leadership Development Programme is a women-only development programme run by Advance HE to support aspiring women leaders. Aurora operates in partnership with universities and Higher Education Institutes. NUI Galway commits to provide mentors and role models as well as participants so that the issues and challenges of leadership progression for women are recognised more widely across the University. Since 2015, the University has supported 76 women to participate in the Aurora programme.

## Policy Development

The OVPED, in collaboration with Human Resources, Student Services, the Students' Union and other colleagues, have made significant progress in developing new policies and updating existing policies during AY 2018/19. In particular, the following new policies have been finalised;

**The Gender Identity & Gender Expression Policy** was finalised and has been in place since September 2018. This policy outlines NUI Galway's commitment to recognise and support individuals' gender identity and gender expression so that all members of the university community experience a positive and accepting environment where every member is treated with dignity and respect. This

policy explains the support that will be provided for people who are transgender, intersex, and those who do not identify with binary gender categories.

The Policy on Supports for **Students Experiencing Pregnancy, Maternity and Paternity** aims to inform all undergraduate and postgraduate students of the supports available to them during pregnancy, both maternity and paternity, to ensure that pregnancy does not negatively impact on their academic experience and to enable students to make informed choices. It details the roles and responsibilities of academic and support staff in advising and responding to the needs of pregnant students and student parents.

A new **Staff Guide to Disability in the Workplace** has been produced to support staff who have a disability or acquire a disability while working in the University in order that they can remain in the workplace and access any adjustments or accommodations they may need. In particular the guide provides a process for requesting the provision of reasonable accommodations and information related to the disclosure of a disability.

A committee, comprised of the Academic Secretary, Vice Deans for Teaching and Learning, representatives from the Exams Office, and representatives from Disability Support Services, led the development of a new **Alternative Assessment Policy** to provide guidelines to all relevant units at NUI Galway about alternative forms of assessment as a reasonable accommodation for some students with disabilities. The final draft of the Alternative Assessment Policy will be considered at the June meeting of Academic Council and will be in place for the 2019/20 academic year.

The **Equal Opportunities Policy** and grievance procedure was reviewed and updated in line with best practice and equality legislation in 2018. The policy reflects NUI Galway's commitment to the eradication of unfair and discriminatory practices, direct and indirect and aims to ensure that concepts of diversity and equality of opportunity are enshrined in its values and objectives. The grievance procedure has been expanded to include students.

## Spotlight: Grant Monitoring and Evaluation Project

**Research Grant for Returning Academic Carers (RAC)** and **Athena SWAN Mid-Career Lecturer Research Capacity Building Grant (ASCB)**  
[Based on 21 face-to-face interviews conducted between August and October 2018. The sample represents 84% of the total 25 grant awardees' population in 2017 and 2018. Complete report available on the OVPED website]

The Research Grant for Returning Academic Carers (RAC), introduced in September 2016, is rated positively by its awardees. It is seen as an

important step towards equality, and a recognition of disadvantages faced by lecturers returning from lengthy carer leave. Many report an increase in productivity as well as a reduction in stress levels by feeling supported. The flexibility and promptness of the grant scheme are particularly praised.

Awardees of the Athena Swan Capacity Building Grant (ASCB), introduced in June 2017, find it useful and value the opportunity to plan their careers and to upskill. Most state the grant results in more confidence and has multiplier effects. The ASCB grant is considered relevant to mitigate former discrimination and rebuild trust in the system. But there is also a strong feeling that this is only a small step and much more needs to be done. 74% of awardees considered the grants important or very important to their career goals. 100% declared they would recommend the grants to other colleagues.

81% rated highly (between 8 and 10 in a progressive 0 to 10 scale) the importance of the grant schemes to NUI Galway. Many awardees chose to buy-out their teaching load to dedicate time to research. However, this option was not always possible nor preferred. Awardees mentioned hardships in relying on precarious work. Problems arise in recruiting suitable candidates, guaranteeing the adequate fulfilment of the academic tasks, or even agreeing on a fair remuneration since pastoral and caring requirements are not standardized. Other uses for the grants were reported, such as hiring research assistants, upskilling, producing preliminary data, funding open access articles, organizing events, attending conferences, and sponsoring research expeditions.

### Academic outputs related to the grant schemes:

	OUTPUTS	RAC	ASCB	Total
EVENTS	ORGANIZATION	6	0	6
	PARTICIPATION	2	3	5
	PRESENTATION	6	7	13
	KEYNOTE OR INVITED TALKS	6	0	6
	<b>TOTAL: EVENTS</b>	<b>20</b>	<b>10</b>	<b>30</b>
PUBLICATIONS	BOOK CHAPTER PLANNED	1	0	1
	BOOK PLANNED	0	3	3
	ARTICLE PLANNED	17	8	25
	ARTICLE PUBLISHED	18	2	20
	<b>TOTAL:</b>	<b>36</b>	<b>13</b>	<b>49</b>
	NEW GRANT APPLICATIONS	17	10	27





# 14. EDI GOALS FOR 2019/20

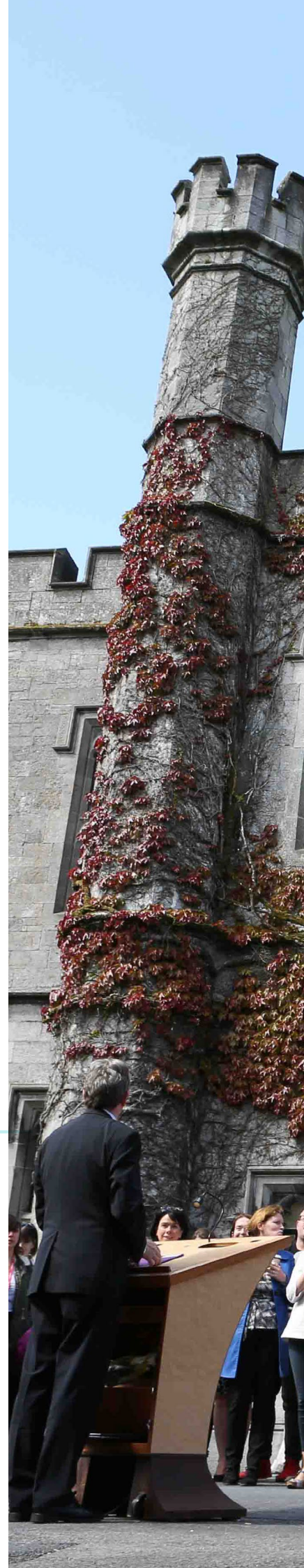
An Equality Impact Assessment (EIA) guidance document and form has been developed during AY 2018/19. The intention is to pilot EIA as an integral part of developing new policies, and revising policies as part of the normal policy revision cycle during AY 2019/20.

Work will commence over summer 2019 on developing an EDI strategy as a component part of the new NUI Galway Strategic Plan. This will go out for consultation and input during Semester 1 2019/20, aligned but time-lagged with the development of the institutional strategic plan. It is anticipated that the EDI strategy will be ready for approval towards the end of AY 2019/20.

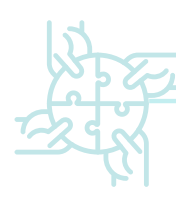
The OVPED has scoped a project to enable the University to collect data on all nine protected equality characteristics in order to establish an evidence base for activities, policies and practice and use benchmarking to identify gaps in performance, seek new approaches for improvements, and adopt good practices. The project to gather data on diversity characteristics will be delivered in Semester 2 of AY 2019/20 and will help us develop a deeper understanding of our staff and students and potential barriers they face.

Aims and Objectives of Work Programmes:

- **Gender Equality:**  
Implementation of GEAP (2) 2019-2020  
Respond to external opportunities (SALI, Consent)  
Submit four Athena SWAN School applications in AY 2019/20  
Commence implementation of recommendations of the national Framework for Consent in Higher Education, Safe, Respectful, Supportive and Positive: Ending Sexual Violence and Harassment in Irish Higher Education Institutions
- **Disability:**  
Finalise the overarching Reasonable Accommodation Policy for students to include Alternative Assessment Policy  
Roll-out of Staff Guide to Disability in the Workplace
- **Cultural Diversity:**  
Support the establishment of an International Staff Network  
Develop cultural/ethnic profile of staff and student body  
Identify useful supports available/needed to assist inclusion  
Link with new developments in International Office
- **Access to HE:**  
Develop and scope the Access to HE work stream.  
Consider a whole-institution approach to embed and mainstream widening participation







## 15. SUMMARY

Members of the NUI Galway Equality, Diversity, and Inclusion Campus Committee would like to take this opportunity to thank all colleagues, staff, and students across the University who are engaged in initiatives and activities to further this important agenda. We look forward to another productive year in 2019/20.





NUI Galway  
OÉ Gaillimh

# EQUALITY, DIVERSITY AND INCLUSION

ANNUAL REPORT 2018/19





NUI Galway  
OÉ Gaillimh



# COMHIONANNAS, ÉAGSÚLACHT & CUIMSIÚ



TUARASCÁIL  
BHLIANTÚIL  
2018/19





# CLÁR

1	Réamhrá	p1
2	Creatlach Reachtúil	p3
3	Gné-alt: EDI sa Chreat Comhionannais agus Chearta an Duine	p4
4	Próifíl OÉ Gaillimh	p6
5	Forbairtí EDI ag Leibhéal an Choláiste agus na Scoile	p10
6	Tuairisciú ar Bhearna Phá idir na hInscní	p13
7	Faisnéis Chomhchoiteann EDIC/EDICC	p15
8	Cruinniú EDIC Halla an Bhaile don Fhoireann Uile	p16
9	Cláir Oibre EDICC	p17
10	Imeachtaí & Tionscnaimh EDI 2018/19	p22
11	Ciste Tionscadail EDI 2018/19	p25
12	Dul chun cinn maidir leis an Ollscoil Tearmainn	p27
13	An t-eolas is deireanaí maidir le hOiliúint & Polasaí EDI	p28
14	Spríocanna EDI do 2019/20	p30
15	Achoimre	p31



# 1. RÉAMHRÁ



Tá an-áthas orm an réamhrá seo a chur lenár dTuarascáil Bhliantúil do Chomhionannas, Éagsúlacht agus Cuimsiú (EDI) agus sinn ag dul ar aghaidh le forbairt phlean straitéiseach nua OÉ Gaillimh. Beidh luachanna mar bhonn agus mar thaca lenár bplean straitéiseach nua agus beidh a lorg le feiceáil ar an gcaoi a gcuirfear i bhfeidhm é. Dhá luach atá curtha in iúl go soiléir ag ár bpobal ná Meas agus Cuimsiú. Is léir go bhfuil comhionannas, éagsúlacht agus cuimsiú á dtabhairt chun solais mar a thuairiscítear sa tuarascáil seo.

Cé go mbeidh na luachanna seo leabaithe agus curtha in iúl inár bplean straitéiseach, tógfaidh siad ar an obair shuntasach atá ar siúl cheana féin trí obair EDICC agus an OVPEd. Soláthraítear sa Tuarascáil Bhliantúil seo - ár dtríú tuarascáil - fórléargas ar an gclár spreagúil, dúshlánach agus fuinniúil a bhaineann le comhionannas, éagsúlacht, cuimsiú (EDI) atá ag teacht chun cinn agus atá leabaithe ar fud phobal na hOllscoile.

I measc na mbuaicphointí ar leith ba mhaith liom aird a tharraingt orthu tá an cleachtadh faisnéise comhchoiteann a ghlac baill de EDICC agus EDIC páirt ann i mí na Samhna - cleachtadh chun machnamh a dhéanamh ar bhealach an-dírthe ar EDI in OÉ Gaillimh, chun réimsí tosaíochta institiúideacha a aithint don 2-3 bliana atá le teacht, agus an chaoi a bhféadfadh siad seo cuidiú leis an bplean straitéiseach nua a mhúnlú - agus fás agus forbairt an Líonra Foirne LGBT+, atá ag dul ó neart go neart. Is fiú aird a dhíriú ar an moladh atá ag an bhFoireann Athbhreithnithe Cáilíochta Institiúide maidir le EDI a leabú ar fud phobal OÉ Gaillimh, mar a léirítear ar roinnt bealaí, go háirithe ceapadh Leas-Déin EDI atá bunaithe sna Coláistí.

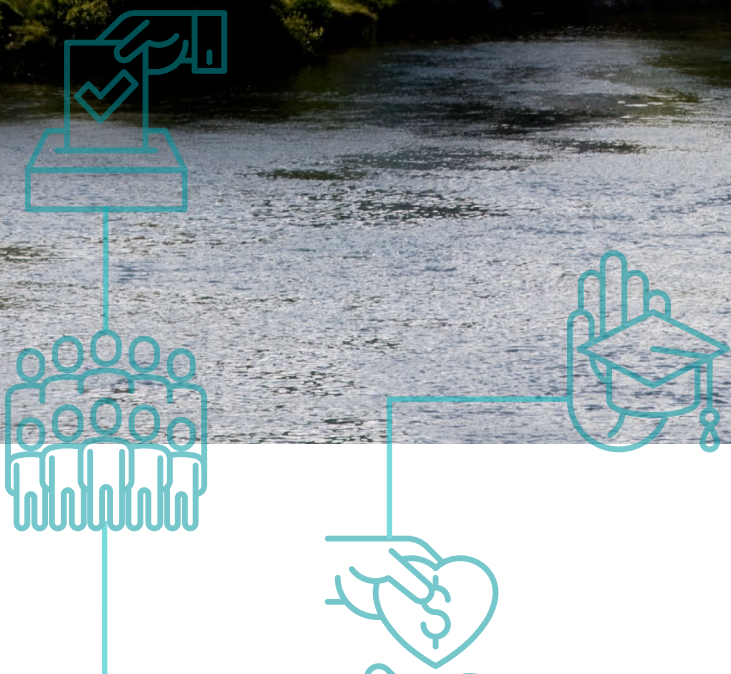
Is léir, áfach, go bhfuil obair shuntasach le déanamh fós ar an gclár oibre leathan seo. Is cruthúnas é bunú Líonra Foirne Idirnáisiúnta OÉ Gaillimh le déanaí agus an tús a cuireadh leis an Tionscadal Bearna Pá Inscne go mbeimid ag leanúint ar aghaidh ag gluaiseacht go sciobtha ar an gclár tábhachtach seo.

Ba mhaith liom buíochas a ghabháil leis na comhghleacaithe go léir a bhfuil baint acu le EDI a chur chun cinn inár bpobal, go háirithe baill EDICC, EDIC, agus comhghleacaithe sa OVPEd. Ní neart go cur le chéile.

**An tOllamh Ciarán Ó hÓgartaigh**

BComm (Gaillimh), DipPrAcc (COBÁC), PhD (Leeds), CA (Éire)  
Uachtarán, OÉ Gaillimh  
President, NUI Galway







## 2. CREATLACH REACHTÚIL

Cuimsíonn an chreatlach reachtúil a rialaíonn comhionannas, éagsúlacht agus cuimsiú roinnt Achtanna de chuid an Oireachtais: Na hAchtanna um Chomhionannas Fostaíochta 1998-2018, na hAchtanna um Stádas Comhionann 2000-2018, an tAcht um Míchumas 2005, agus an tAcht fá Choimisiún na hÉireann um Chearta an Duine agus Comhionannas 2014. Is fiú a thabhairt faoi deara gur dhaingnigh Éire Coinbhinsiún na Náisiún Aontaithe ar Chearta Daoine faoi Mhíchumas (UNCPRD) in 2018 agus mar thoradh air sin d'aontaigh Éire a bheith faoi cheangal ag forálacha an Choibhinsiúin sin. Tugann an UNCPRD cearta comhionannais láidre do dhaoine faoi mhíchumas i ngach réimse saoil, lena n-áirítear i gcomhthéacs fostaíochta agus oideachais. Is léir go bhfuil dualgas freastal réasúnta a chur ar fáil agus go gcaithfear tacaíochtaí breise san oideachas a sholáthar do mhic léinn faoi mhíchumas.

Tugadh na hAchtanna um Chomhionannas Fostaíochta 1998-2018 isteach chun comhionannas a chur chun cinn san ionad oibre. Déanann sé amhlaidh trí reachtaíocht a dhéanamh chun idirdhealú díreach agus indíreach, ciapadh gnéasach agus eile, agus íospairt a chosc. Éilíonn na hAchtanna go ndéanfaí freastal réasúnta ar dhaoine faoi mhíchumas agus go gceadófaí gníomh dearfach. Ligeann 'gníomh dearfach' d'fhostóirí céimeanna a ghlacadh chun comhionannas a chur chun cinn, go háirithe maidir le hinscne, daoine faoi mhíchumas, baill den Lucht Siúil, agus fostaithe os cionn 50 bliain d'aois. Baineann na hAchtanna le gach ceann díobh seo a leanas: fostaithe san earnáil phoiblí nó phríobháideach, cibé acu lánaimseartha nó páirtaimseartha nó sealadach; ceardchumann, comhlachtaí gairmiúla, gníomhaireachtaí fostaíochta agus comhlachtaí gairmoiliúna. Ní fhéadfaidh fostóirí idirdhealú a dhéanamh in aghaidh aon fhostaí nó fostaithe ionchasacha ar bhonn aon cheann de na naoi bhforas cosanta, is iad sin: aois, cine, inscne, míchumas, stádas sibhialta, stádas teaghlai, claonadh gnéasach, reiligiún, agus ballraíocht sa Lucht Siúil. Tá cosc ar leatrom i bhfógraíocht, pá, rochtain ar fostaíocht, téarmaí agus coinníollacha fostaíochta, oiliúint, ardú céime nó athghrádú, soláthar gairmoiliúna, agus dífhostú.

Is fostóir í an Ollscoil chun críocha an Achta seo ach is féidir leis an Ollscoil a bheith faoi dhlíteanas i leith ghníomhartha na bhfostaithe, agus ní mór dúinn, thar ceann na hOllscoile, forálacha an Achta seo a chomhlíonadh.

I measc na leasuithe is déanaí ar na hAchtanna um Chomhionannas Fostaíochta tá foilsíú an Bhille um Fhaisnéis faoin Difríocht Pá idir na hInscní (GPG) de chuid an Rialtais. Samhlaítear leis an mBille go dtabharfaidh an tAire Dlí agus Cirt agus Comhionannais isteach rialacháin lena gceanglaítear ar fhostóirí áirithe na hÉireann sonraí faoina gcuid bearnaí GPG agus bónais inscne a thuairisciú agus a fhoilsiú. Éileofar freisin ar fhostóirí na cúiseanna le difríochtaí den sórt sin a mhíniú agus breac-chuntas a thabhairt ar na bearta atá á nglacadh chun aon GPG atá aitheanta a dhíothú nó a laghdú. Tá tús curtha ag OÉ Gaillimh le tionscadal GPG, mar atá leagtha amach i gCuid 6 den tuarascáil seo.

Tá dlúthbhaint ag na hAchtanna um Chomhionannas Fostaíochta 1998-2018 leis na hAchtanna um Stádas Comhionann 2000-2018. Cuireann na hAchtanna um Stádas Comhionann cosc ar idirdhealú ar na naoi gcúis chéanna ach tá an cosc ar idirdhealú i gceist ó thaobh soláthar earraí agus seirbhísí, soláthar cóiríochta agus oideachais. Is léir go bhfuil oibleagáid ar an Ollscoil a chinntiú nach ndéantar leithcheal ar mhic léinn a fhaigheann an t-oideachas sin, nach ndéantar ciapadh orthu, agus go ndéantar freastal réasúnta ar mhic léinn faoi mhíchumas.

Leagann an tAcht um Míchumas 2005 dualgas reachtúil ar sholáthar seirbhíse poiblí tacú le rochtain ar sheirbhísí agus ar áiseanna do dhaoine faoi mhíchumas. Leagann an tAcht amach sprioc do chomhlachtaí san earnáil phoiblí go mbeadh 3% dá gcuid fostaithe faoi mhíchumas agus tá ceanglas ar an Ollscoil tuairisc a chur ar fáil gach bliain faoi líon agus faoi chéatadán na gcomhlachtaí foirne faoi mhíchumas le cinntiú go mbaintear amach an sprioc seo. Tá an fhaisnéis seo mar chuid den tuarascáil a d'ullmhaigh Coiste Monatóireachta na Roinne Oideachais agus Scileanna chuig an Údarás Náisiúnta Míchumais.

Tugadh isteach Dualgas na hEarnála Poiblí mar chuid den Acht fá Choimisiún na hÉireann um Chearta an Duine agus Comhionannas 2014. Leagann sé dualgas soiléir ar chomhlachtaí san earnáil phoiblí, ina soláthar ar a gcuid seirbhísí agus ina n-idirghníomhaíocht lena bhfoireann agus leo siúd a gcuireann siad seirbhísí ar fáil dóibh, chun deireadh a chur le leatrom, chun comhionannas deiseanna a chur chun cinn agus chun cearta an duine a chosaint.







### 3. GNÉ-ALT: EDI SA CHREAT COMHIONANNAIS AGUS CHEARTA AN DUINE

An tOllamh Siobhán Mullally, Ollamh Bunaithe le Dlí Chearta an Duine, OÉ Gaillimh; Stiúrthóir, Ionad na hÉireann do Chearta an Duine; Coimisinéir, Coimisiún na hÉireann um Chearta an Duine agus Comhionannas

Le dualgas na hearnála poiblí ó thaobh comhionannas a chur chun cinn agus cearta an duine a chosaint d'fhéadfaí cleachtais oibre agus cultúr eagraíochtúil na gcomhlachtaí poiblí a athrú. Anois sa chúigiú bliain ina bhfuil sé ag feidhmiú, is príomhfhóráil reachtaíochta é an dualgas comhionannas a chur chun cinn agus cearta an duine a chosaint, foráil atá deartha chun níos mó a dhéanamh ná cur chuige indibhidiúlach, bunaithe ar ghearáin chun éagothroime a chomhrac agus cearta an duine a chosaint. Is é an bonn reachtúil atá leis ná alt 42 den Acht fá Choimisiún na hÉireann um Chearta an Duine agus Comhionannas 2014, a chruthaigh Coimisiún na hÉireann um Chearta an Duine agus Comhionannas, ag nascadh an Choimisiúin um Chearta Daonna agus an Údarás Comhionannais a bhí ann roimhe sin. Léirigh cumasc na gcomhlachtaí comhionannais agus chearta an duine, agus achtú dualgais fhorleathan na hearnála poiblí, athrú mór polasaí, ag aithint nach bhféadfaí comhionannas agus cearta an duine a scaradh óna chéile, agus ag aithint na n-aiseanna trasnaithe idirdhealaithe agus eisiata nach féidir a áireamh i gcónaí i ndlíthe frith-idirdhealaithe.

Thosaigh an t-aistriú i dtreo dhualgas na hearnála poiblí ó glacadh le dualgais chomhionannais i dTuaisceart Éireann ag éirí as Comhaontú Aoine an Chéasta, agus níos déanaí sa chuid eile den Ríocht Aontaithe. Téann dualgas na hearnála poiblí níos faide ná sin in Éirinn, agus oibleagáidí á leagan ní hamháin chun comhionannas a chur chun cinn ach chun cearta daonna na mball, na foirne agus na ndaoine go léir a gcuirtear seirbhísí ar fáil dóibh a chosaint. I gcás ollscoileanna, baineann an dualgas le gach feidhm agus cuspóir de chuid

institiúidí ardoideachais, le ról na hollscoile maidir le hoideachas poiblí, for-rochtain pobail agus taighde a chur ar fáil, agus, ar ndóigh, mar fhostóir.

Príomhghné de dhualgas na hearnála poiblí is ea an tiomantas maidir le caighdeáin chomhionannais agus chearta an duine a chomhtháthú i ngach clár agus polasaí de chuid comhlachtaí poiblí. Seachas fanacht le gearáin aonair maidir le láimhseáil idirdhealaitheach nó sárúithe ar chearta an duine, tá sé mar aidhm ag an dualgas earnála poiblí cultúir agus cleachtais eagraíochtúla a athrú ón mbun aníos. Dá bhrí sin, is é an cuspóir atá leis an ualach maidir le comhionannas a chur chun cinn agus cearta an duine a chosaint a thógáil ó dhaoine a d'fhéadfadh a bheith i staid neamhbhuan nó leochaileach, agus aitheantas a thabhairt don ghá atá le hathrú struchtúrtha agus córasach réamhghníomhach i gcomhlachtaí poiblí, ag gach leibhéal bainistíochta agus cleachtais.

Go deimhin, seachas díriú ar leigheas éifeachtach ba cheart go ndíreodh comhlachtaí poiblí ar chosc agus ar chearta a bhaint amach ar deireadh. Chun an dualgas a bhaineann le comhionannas agus cearta an duine a chur i ngníomh, ní mór do chomhlacht poiblí measúnú a dhéanamh ar dtús ar na saincheisteanna a bhaineann le cearta an duine agus comhionannas atá ábhartha dá fheidhmeanna agus dá chuspóir sa phlean straitéiseach. Ag leanúint ón measúnú seo, ní mór na polasaithe, na pleananna agus na gníomhaíochtaí atá i bhfeidhm nó atá beartaithe a chur i bhfeidhm chun aghaidh a thabhairt ar cheisteanna comhionannais agus chearta an duine sin a leagan amach, agus tuairisc a thabhairt orthu ar bhealach inrochtana sa tuarascáil bhliantúil.

Chun athrú ó bhonn a bhaint amach i ndáiríre, ba cheart go rachadh dualgas na hearnála poiblí níos faide ná tic a chur i mboscaí. Is éard atá i gceist le ceisteanna maidir le comhionannas agus cearta an duine a chur go bunúsach ná machnamh criticiúil agus tuisceanach ag céimeanna dearaidh agus athbhreithnithe na bpolasaithe nó na gclár, ag

aithint an poitéinseal do dhochar agus eisiamh a d'fhéadfadh tarlú de bharr drochdhearadh nó drochfheidhmiú.

I gcur chuige bunaithe ar ghearáin maidir le cearta an duine agus comhionannas a bhaint amach, titeann an t-ualach chun na heasnamh sin a fhreagairt, a cheartú agus a leigheas ar na daoine is mó a bhfuil tionchar orthu agus atá i mbaol eisiata. Ba cheart freagracht as dualgas na hearnála poiblí chun comhionannas a chinntiú agus cearta an duine a chosaint, a chur ar ais ar an gcomhlacht poiblí féin. Prionsabal lárnach de mheasúnuithe tionchair ar chearta an duine agus ar chomhionannas is ea rannpháirtíocht, mar aon le cuntasacht. Tá cuimsiú agus comhairliúchán i gcéimeanna deartha agus pleanála an-tábhachtach, ní hamháin chun idirdhealú nó sáruithe ar chearta an duine a chosc, ach freisin chun muinín a chothú agus cuimsiú a chinntiú.

Le cur i bhfeidhm dhualgas na hearnála poiblí a stiúradh, tá tacaíocht tugtha ag Coimisiún na hÉireann um Chearta an Duine agus Comhionannas do chúig thionscadal phíolótacha, institiúid ardoideachais amháin ina measc, Coláiste na hOllscoile, Corcaigh. De bhrí gur cuireadh tús leis an scéim píolótach anseo, tugadh tús áite don dualgas maidir le comhionannas agus cearta an duine sa phróiseas pleanála straitéisí a bhí ag tosú ag an am sin, agus ina dhiaidh sin i bpleananna gnó agus oibre bliantúla ar fud na hOllscoile.

Leagann na tionscaddail píolótacha béim ar an ngá atá le smaointeoireacht a dhéanamh ar bhealaí nua chun dul i ngleic le pobail agus le grúpaí nach mbeadh rochtain le fáil acu ar an ardoideachas go héasca, agus athmhachnamh mór a dhéanamh ar phróisis chomhairliúcháin. Tá toilteanas a bheith cuntasach, oscailte agus

trédhearcach, riachtanach chun teacht i dtír ar an tuirse a thagann le comhairliúchán, agus chun a chinntiú go mbeidh athrú dearfach i gcleachtas mar thoradh ar chomhairliúchán, agus ar dhualgas an chomhionannais agus chearta an duine, seachas ar pháipéar amháin.





## 4. PRÓIFÍL OÉ GAILLIMH

De réir a chéile, is léiriú é pobal OÉ Gaillimh ar ár sochaí éagsúil. Léiríonn an tuarascáil seo cuid de na príomhstaitisticí maidir le hionadaíocht agus dul chun cinn dár bhfoireann agus dár mic léinn, rud a léiríonn saintréithe náisiúntachta, inscne, aoise agus míchumais.

Is cuid lárnach den tuiscint iad na huimhreacha sa chás go bhfuil seans ann go mbeidh míbhuntáiste agus tearcionadaíocht inár n-ollscoil. In éineacht le faisnéis cháilíochtúil táimid ag cur pictiúr le chéile den éagsúlacht agus den taithí bheo atá ag ár bhfoireann agus ár mic léinn. Trí eolas a bheith againn ar ár n-uimhreacha cuirtear ar ár gcumas bunlíne a leagan síos, gníomhaíochtaí a fhorbairt, monatóireacht a dhéanamh ar shonraí, anailís a dhéanamh agus dul chun cinn a thuairisciú.

Tá an éagsúlacht eitneach is mó sa chatagóir foirne taighde agus

# 50%

de na taighdeoirí go léir ag teacht ó 58 tír ar fud an domhain. Is dea-scéal é seo do OÉ Gaillimh toisc go léiríonn taighde go bhfuil soghluaisteacht agus comhoibriú idirnáisiúnta nasctha le taighde níos láidre.

(Nature, 2017 4 DF; 550:32-33).

### NÁISIÚNTACHT



Tá méadú tagtha ar chéatadán na mac léinn idirnáisiúnta sa bhliain acadúil 2017/18 freisin in OÉ Gaillimh. Is ionann ár

# 3,972

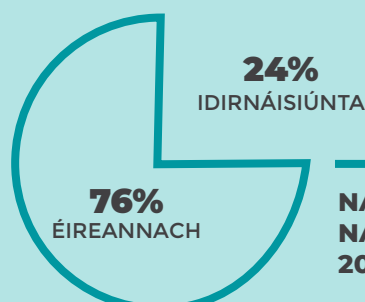
mac léinn idirnáisiúnta agus 18% de na mic léinn fochéime agus 28% de na mic léinn iarchéime ar fad.

Tháinig méadú

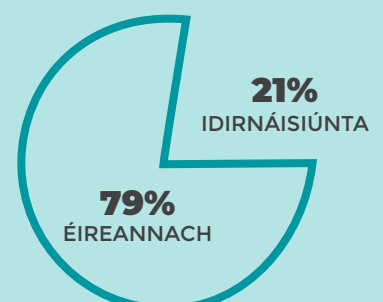
# 4%

ar líon na gcomhaltaí foirne idirnáisiúnta an bhliain acadúil seo caite agus ionadaíocht ag níos mó ná 74 tír ar an gcampas.

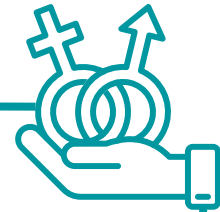
**NÁISIÚNTACHT  
NA FOIRNE  
2019**



**NÁISIÚNTACHT  
NA MAC LÉINN  
2019**



## INSCNE



Tá próifíl inscne iomlán na bhfear/na mban ar an bhfoireann cosúil le próifíl na mac léinn, ach difríochtaí níos soiléire nuair a dhéantar iad a mhiondealú de réir aicme na foirne agus na mac léinn. Is beag athrú atá tagtha ar phróifíl inscne iomlán na foirne agus na mac léinn ón mbliain 2017/18. Tá an OVPED ag obair faoi láthair le comhghleacaithe ar fud na hOllscoile chun córas sonraí níos cuimsithí a fhorbairt chun cur ar ár gcumas taifead níos leithne a dhéanamh ar shraith sonraí inscne, agus iad siúd nach n-aithníonn catagóirí inscne dénátha a chur san áireamh.

### INSCNE NA FOIRNE 2019



#### COMHALTAÍ FOIRNE UILE

**43%**

**57%**

#### INSCNE NA FOIRNE ACADÚLA

**53%**

**47%**

#### INSCNE NA FOIRNE SEIRBHÍ TACAÍOCHTA

**30%**

**70%**

#### INSCNE NA FOIRNE TAIGHDE

**50%**

**50%**

### INSCNE NA MAC LÉINN 2018/19



#### MIC LÉINN UILE

**42%**

**58%**

#### INSCNE NA BHFOCHÉIMITHE

**42%**

**58%**

#### INSCNE NA NIARCHÉIMITHE

**40%**

**60%**



Éilíonn an tAcht um Míchumas 2005 ar chomhlachtaí poiblí fostaíocht daoine faoi mhíchumas a chur chun cinn agus tacú leo agus sprioc go mbeidh 3% den fhoireann faoi mhíchumas a bhaint amach. Do bhliain 2018, thuairiscigh OÉ Gaillimh don ÚAO go raibh an sprioc maidir le 3% den fhoireann a bheith faoi mhíchumas bainte amach.

**3%**

**MÍCHUMAS**



## AOIS

### MEÁNAOIS NA FOIRNE / NA MAC LEINN

#### MEÁNAOIS NA FOIRNE

**44.5**

#### MEÁNAOIS NA FOIRNE ACADÚLA

**48**

#### MEÁNAOIS NA FOIRNE SEIRBHÍ TACAÍOCHTA

**48**

#### MEÁNAOIS NA FOIRNE TAIGHDE

**35**

#### MEÁNAOIS NA MAC LÉINN ATÁ CLÁRAITHE DO CHLÁIR CÉIME BAITSILÉARA LÁNAIMSEARHTHA

**21**

#### MEÁNAOIS NA MAC LÉINN IARCHÉIME

**31**



## Ceiliúrann OÉ Gaillimh 20 bliain de Rochtain

Le fiche bliain anuas, tá tacaíocht tugtha ag Ionad Rochtana OÉ Gaillimh do dhaoine aonair chun a bpoitéinseal oideachasúil a bhaint amach trí réimse clár, cur chuige, agus seirbhísí ar leith do mhic léinn - do mhic léinn nach gcoíonn le gnáthriachtanais oideachais agus/nó a thagann ó chúraí socheacnamaíocha a bhfuil tearcionadaíocht déanta orthu ag an tríú leibhéal. Is tosaíocht náisiúnta é leibhéal rannpháirtíochta agus cothromais níos airde a bhaint amach san ardoideachas maidir le hathrú sóisialta dearfach agus dul i ngleic le neamhionannas. Is léir go bhfuil tionchar ag Rochtain ar iontráil ollscoile i dtéarmaí líon agus éagsúlacht na ndaoine a d'fhág an scoil agus na mic léinn aibí a fhaigheann tacaíocht chun rochtain a fháil ar ardoideachas.

Is é aidhm na gcúrsaí Rochtana a chur ar chumas na mac léinn seo na scileanna, an t-eolas agus an mhuinín a bheith acu chun go mbeidh siad ar comhcheim leis na mic léinn a théann ar aghaidh chuig oideachas tríú leibhéal ar an ngnáthbhealach.

San iomlán, ó chláraigh an Oifig Rochtana a céad 11 mhac léinn a d'fhág an scoil in 1997, tá cúrsa Rochtana déanta ag breis is 3,600 mac léinn fágála scoile agus lánfhásta, ar an gcampas nó i gceann dá hionaid for-rochtana.

Mar chuid den Cheiliúradh Fiche Bliain ar an Rochtain (1998-2018), leagadh béim ar obair na hOifige Rochtana i dtuarascáil taighde dar teideal Tuarascáil ar Rochtain agus Dul Chun Cinn Rochtana OÉ Gaillimh. Cuireann an tuarascáil seo sonraí ar fáil maidir le rannpháirtíocht agus dul chun cinn na mac léinn Rochtana, agus cuireann sí béim ar an tionchar tábhachtach agus fadtéarmach a bhí ag na cláir Rochtana ar beagnach 4,000 mac léinn ó Chathair agus Contae na Gaillimhe agus ó réigiúin na Teorann, Lár na Tíre agus an Iarthair agus ó Chontae an Chláir, chomh maith leis an gcóras oideachais tríú leibhéal agus sochaí na hÉireann i gcoitinne. Tá obair leanúnach na hOifige Rochtana le feiceáil i sonraí na mac léinn le haghaidh na Bliana Acadúla 2018/19.

**60**  
mac léinn  
cláraithe  
ar Chúrsaí  
Rochtana.

Tugann an Cúrsa Rochtana an deis do mhic léinn lánfhásta agus do lucht fágála scoile iad féin a ullmhú, go pearsanta agus go hacadúil, do chúrsa fochéime lánaimseartha in OÉ Gaillimh.

Glacadh le  
**236**  
mac léinn  
sa chéad  
bhliain tríd  
an scéim  
HEAR.

Soláthraíonn HEAR scéim iontrála eile do lucht fágála scoile ó chúraí faoi mhíbhuntáiste socheacnamaíoch.

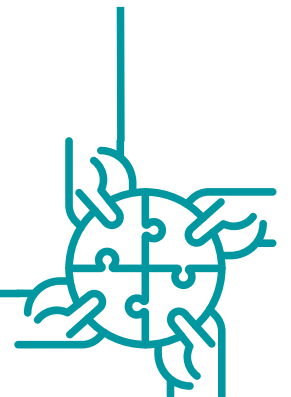
Glacadh le  
**178**  
mac léinn  
sa chéad  
bhliain tríd  
an scéim  
DARE.

Is scéim iontrála de chineál eile atá i gceist le DARE atá ar fáil do lucht fágála scoile ar chuir a míchumas isteach ar a n-oideachas dara leibhéal.

**1,125** mac léinn  
cláraithe

leis an tSeirbhís Tacaíochta Míchumais.

Is ionann an líon seo agus méadú 63.5% ar líon na mac léinn cláraithe leis an tSeirbhís Tacaíochta Míchumais le ceithre bliana acadúla anuas.









# 5. FORBAIRTÍ EDI AG LEIBHÉAL AN CHOLÁISTE AGUS NA SCOILE



Struchtúr Rialachais EDI, OÉ Gaillimh

Struchtúr Ghrúpa Oibre an EDICC, OÉ Gaillimh

Tá struchtúir chomhionannais lárnacha na hOllscoile leabaithe anois i struchtúr rialachais na hOllscoile le maoirseacht agus ceannaireacht shoiléir agus leanúnach. Tá eolas faoi choistí lárnacha EDI na hOllscoile, chomh maith le hOifig an Leas-Uachtaráin do Chomhionannas agus Éagsúlacht (OVPED) ar fáil ag: [www.nuigalway.ie/equalityanddiversity](http://www.nuigalway.ie/equalityanddiversity)

## Struchtúir EDI a fhorbairt

Lean na struchtúir EDI in OÉ Gaillimh ar aghaidh ag forbairt in 2018/19. Tá scoileanna ag forbairt a gcoistí EDI féin (nó coistí Athena SWAN) chun dul i ngleic leis an gclár oibre EDI agus chun aiseolas a sholáthar dá gColáistí. Ón mbliain 2019/20 beidh Leas-Déan ag gach Coláiste do Chomhionannas agus Éagsúlacht a chuirfidh modh cumarsáide gníomhach ar fáil don Choiste Campais EDI agus dá nDéan Coláiste agus do choistí an Choláiste. Casann na Leas-Déin EDI le chéile go rialta leis an OVPED. Bhunaigh Fóram Stiúrthóirí na Seirbhísí Tacaíochta (SSDF) fochoiste Comhionannais freisin chun breathnú ar chomhionannas agus ar éagsúlacht in aonaid na seirbhíse tacaíochta. Leanfaidh struchtúir na gColáistí, na Scoileanna agus na nAonad ag forbairt go dtí go mbeidh an eagraíocht agus an tuairisciú leabaithe ar fud na hOllscoile.

## Athruithe sna Coláistí

### Coláiste na nDán, na nEolaíochtaí Sóisialta, agus an Léinn Cheiltigh (CASSCS)

Le 12 mhí anuas, tá struchtúir agus próisis EDI leabaithe ag an Leas-Déan EDI, mar aon le comhghleacaithe ar choiste EDI an Choláiste, laistigh de gach aonad CASSCS. Tá ionadaithe, coistí, meithleacha EDI agus foirne féinmheasúnaithe Athena SWAN anois ag céimeanna éagsúla forbartha ar fud an Choláiste. Tá coiste EDI CASSCS ann agus ionadaithe air as gach Scoil. Tháinig an coiste seo le chéile trí huairé in 2018 agus d'fhorbair sé téarmaí tagartha agus

sceideal gníomhaíochtaí do 2019. Tá an Leas-Déan ina bhall den Choiste Campais EDI a dhéanann ionadaíocht ar CASSCS, agus tá sé ina bhall de ghrúpa pleanála CASSCS faoi chathaoirleacht an Déin, áit a gcuirtear treoir ar fáil maidir le forbairt agus ceisteanna a bhaineann le EDI ag leibhéal an Choláiste. Chomh maith le cur le gníomhaíochtaí leanúnacha EDI sa Choláiste agus ar fud na hOllscoile, tá roinnt príomhtháscairí feidhmíochta sonraíthe le haghaidh Leas-Déan EDI don dá bhliain amach romhainn. Ina measc tá siad seo a leanas:

1. Bunóidh gach aonad CASSCS struchtúir agus próisis EDI faoi dheireadh 2019
2. Cuirfidh Scoil na Síceolaíochta iarratas Cré-umha Athena SWAN isteach faoi Shamhain 2019
3. Cruthóidh an dara Scoil CASSCS Foireann Féinmheasúnaithe Athena SWAN faoi mhí na Samhna 2019 agus déanfaidh siad iarratas faoi Shamhain 2020; Cruthóidh an tríú Scoil CASSCS Foireann Féinmheasúnaithe Athena SWAN faoi Shamhain 2020 agus déanfaidh siadsan iarratas faoi Shamhain 2021.
4. An deis a thabhairt do gach comhalta foirne in CASSCS a bhfuil baint acu le hearcaíocht agus le roghnú oiliúint maidir le claontacht neamh-chomhfhiosach a dhéanamh
5. Treoirlínte nua a fhorbairt maidir le conarthaí Cúntóirí Teagaisc Páirtaimseartha (PTTA) a úsáid laistigh de scoláireachtaí PhD



An Dr Gerry Molloy,  
Leas-Déan EDI CASSCS

## Coláiste an Ghnó, an Bheartais Phoiblí agus an Dlí (CBPPL)

Le 12 mhí anuas, tá an Leas-Déan EDI ag obair ar thrí phríomhthionscadal:

1. Teagasc agus foghlaim chuimsitheach a chur chun cinn
2. Prionsabail Athena SWAN in CBPPL a leabú
3. Dul i dteagmháil leis na pobail éagsúla inár réigiún agus ar fud an domhain

### Teagasc agus foghlaim chuimsitheach a chur chun cinn:

Geallann Comhshocrú an ÚAO le OÉ Gaillimh go dtacófar le forbairt iomlánaíoch ár bpobal mac léinn éagsúil. Is cuid lárnach den ghealltanas seo folláine na mac léinn agus go mothóidís muintearas laistigh dá bpobal foghlama. Tacaíonn cuimsiú le taithí oideachais níos tairbhiúla do gach mac léinn. Chun tacú leis na cuspóirí seo, d'fhorbair an Leas-Déan EDI, i gcomhar leis an Leas-Déan Teagaisc agus Foghlama agus an tIonad Sárchaighdeáin Foghlama & Teagaisc (CELT), tionscadal teagaisc agus foghlama cuimsithí a dhéanann measúnú ar thaithí na mac léinn, a chuireann oiliúint ar fáil don fhoireann ar straitéisí teagaisc chuimsitheacha, agus tugadh isteach Gradam an Déin don Teagasc agus don Foghlaim Chuimsitheach.

### Athena SWAN:

Geallann OÉ Gaillimh, i bPlean Gníomhaíochta Athena SWAN agus i gComhshocrú an ÚAO, prionsabail Athena SWAN a leabú i gcultúr na hOllscoile. Chun tacú leis na cuspóirí seo, d'oibrigh an Leas-Déan EDI leis na trí Scoil sa Choláiste chun tús a chur le próiseas creidiúnaithe Athena SWAN. Bhunaigh an Scoil Ghnó agus Eacnamaíochta Foireann Féinmheasúnaithe (SAT) agus tá sé i gceist aici iarratas a dhéanamh ar ghradam cré-umha in 2020. Tá Scoil an Dlí i mbun SAT a bhunú.

### Ag freastal ar phobail éagsúla:

Geallann Comhshocrú ÚAO OÉ Gaillimh go bhfreastalófar ar ár bpobail éagsúla agus go mbeifear i dteagmháil leo ar bhealaí a shabhríonn a chéile agus go háirithe trí chaidreamh feabhsaithe ar an gcampas. Ina theannta sin, geallann an institiúid cur le líon na mac léinn ó phobail faoi mhíbhuntáiste, cláir speisialaithe a sholáthar do ghrúpaí áirithe ar nós baill den Lucht Siúil agus dídeanaithe. Tugann taighde le fios gurb iad na daoine is mó a bhfuil taithí acu ar shaol an champais is túisce a dhéanfaidh iarratas ar an Ollscoil. Chun tacú leis na cuspóirí seo, d'oibrigh an Leas-Déan EDI le Coiste na hOllscoile Tearmainn agus le Scoil an Dlí chun a chinntiú go gcuirimid áiteanna ar fáil do dhaoine atá i soláthar díreach chun freastal ar imeachtaí poiblí ar an gcampas. Le gairid, bhí an Leas-Déan EDI i dteagmháil le Gluaiseacht Lucht Siúil na Gaillimhe d'fhonn oibriú leo sa bhliain atá romhainn.

An Dr Shivaun Quinlivan,  
Leas-Déan EDI CBPPL



## Coláiste na hEolaíochta (CoS)

Bunaíodh Coiste Choláiste na hEolaíochta do Chomhionannas, Éagsúlacht agus Cuimsiú i mí Iúil 2018, agus é mar aidhm aige cultúr cuimsitheachta agus measa a chothú ag gach leibhéal laistigh den Choláiste, agus tacú leis an gColáiste lena chinntiú go léiríonn a chuid cleachtas seo. Tá coistí Comhionannais, Éagsúlachta agus Cuimsithe ag Coláiste na hEolaíochta i ngach ceann dá cheithre Scoil anois, agus duine de choiste an Choláiste ina c(h)athaoirleach ar gach ceann díobh. Ina theannta sin, bhunaigh na ceithre scoil Foirne Féinmheasúnaithe Athena SWAN, nó tá siad i mbun é a dhéanamh.

Don bhliain acadúil 2018/19, is iad Florence Abram (Eolaíochtaí Nádúrtha), Erica Burnell (Ceimic), Miriam Byrne (Fisic), Scott Green (Comhaltas na Mac Léinn), Kevin Jennings (Matamaitic), Niall Madden (Leas-Déan EDI), agus Tonya Watts (Bainisteoir Comhionannais) na baill den ghrúpa, agus tacaíonn Olive Mills (Coláiste na hEolaíochta) leo.

I measc na n-imeachtaí a d'eagraigh coistí EDI an Choláiste le linn na bliana acadúla seo caite tá:

- Ceimic: “Bricfeasta do Mhná an Domhain” mar chuid d'ócáid dhomhanda a d'eagraigh an tAontas Idirnáisiúnta Ceimice agus Ceimice Feidhmí, áit ar bhuail breis is 40 comhalta foirne agus mac léinn le chéile chun dul chun cinn gairme a phlé agus fadhbanna a bhí le sárú ag mná sa cheimic, 12 Feabhra.
- Fisic: Feachtas na meán sóisialta ar Lá Idirnáisiúnta na mBan ag ceiliúradh obair na gcéimithe ban ón Scoil sa tsochaí agus san eolaíocht ar fud na cruinne, 8 Márta.
- Coláiste: EDI i seimineár STEM ar “Straitéis Inscne Fhondúireacht Eolaíochta Éireann 2016-2020”, leis an Dr Rochelle Fritch (SFI), 25 Márta.
- Eolaíochtaí Nádúrtha: An chéad chruinniú uile-scoile ar Athena SWAN ar fhreastail os cionn 30 comhalta foirne agus mac léinn iarchéime air, 29 Márta.



An Dr Niall Madden,  
Leas-Déan EDI CoS

## Coláiste na hInnealtóireachta agus na hIonformaitice (CoEI)

### Ballraíocht:

Tá 23 comhalta ar choiste EDI Choláiste na hInnealtóireachta agus na hIonformaitice (CoEI) ar fud na gcatagóirí riaracháin, acadúla, taighde agus teicniúla agus triúr comhaltaí a dhéanann ionadaíocht ar mhic léinn fochéime agus iarchéime agus ionadaí Innealtóireachta ó Chomhaltas na Mac Léinn a dtugtar cuireadh dóibh. Cuimsíonn an Coiste EDI 46% mná agus



54% fir (12:14) le 39% ionadaíocht shinsearach (10/26).

### Athena SWAN:

Bhí tacar sonraí nua ag teastáil ó thionscadal CoEI Athena SWAN chun iarratas a dhéanamh arís agus d'oibrigh an coiste le foireann DANte ISS chun tuarascálacha píblíne foirne agus mac léinn a ghiniúint go luath in 2019. Tá beirt oile mar phainéalaithe measúnaithe Athena SWAN agus rinne duine díobh measúnú ar iarratais ar ghradam Athena SWAN an 21 Márta i Londain.

### Acadamh Samhraidh Idirnáisiúnta in Engineering 4 Women:

Tairgeann an CoEI dhá scoláireacht do mhic léinn innealtóireachta bainearna chun freastal ar acadamh samhraidh innealtóireachta uathúil agus dúshlánach in Ollscoil na nEolaíochtaí Feidhmeacha san Ostair Uachtarach. I mbliana roghnaíodh na mic léinn innealtóireachta Karolina Sedyte agus Marissa Britton chun freastal ar an acadamh. Is clár dian coicís go leith é an tAcadamh, a thairgtear do 30 mac léinn bainearn ó 15 thír dhifriúla, ina mbíonn meascán den teoiric agus den taithí phraiticiúil san innealtóireacht, san ionformaitic agus sna heolaíochtaí nádúrtha. San iomlán tá scoláireachtaí bainte amach ag ceathrar mac léinn in OÉ Gaillimh san innealtóireacht agus san eolaíocht chun freastal ar an Acadamh ó 2017 i leith.

### An t-eolas is deireanaí maidir le Meantóireacht Shinsearach BSL - mic léinn bhaineanna PEP:

Tairgeann BSL scéim speisialta ina ndéantar meantóireacht shinsearach ar mhic léinn bhaineanna CoEI agus iad ar shocrúcháin taithí gairmiúla sa tríú bliain dá gcúrsa. Is í Mary O'Connor a rinne an mheantóireacht in 2018/19 agus is Bainisteoir í i Seachadadh Seirbhísí IT, BSL agus bhí ról aici roimhe seo in IT agus athrú lena n-áirítear bainistíocht shinsearach, rialachas agus iniúchadh.

### Imeachtaí sóisialta CoEI:

Tionóladh ócáid líonraithe Fáilte agus Slán le Comhaltaí Foirne an 11 Nollaig 2018; D'fhreastail an Déan nua, an tOllamh Walter Gear ar an ócáid. Tionóladh 'Ceardlann Smaointeoireachta' an 3 Aibreán leis an téama "Tionchar Straitéiseach thionscnaimh EDI CoEI" chun scrúdú a dhéanamh ar thionchar na dtionscnaimh reatha EDI CoEI, bearnaí a aithint agus tionscnaimh a eascraíonn as mar aon lena dtionchar féideartha.

Mary Dempsey,  
Leas-Déan EDI CoEI



### Spás Sóisialta na gComhaltaí Foirne agus na Mac Léinn:

Tá forbairt ar spás sóisialta foirne agus mac léinn tábhachtach chun cultúr cuimsitheach CoEI a

chruthú. Tá roghanna á bplé leis an ngrúpa oibre do spás sóisialta agus le hOifig na bhFoirgneamh faoi láthair.

## Coláiste an Leighis, an Altranais agus na nEolaíochtaí Sláinte (CMNHS)

Don bhliain 2018/19 ní raibh Leas-Déan EDI ag an CMNHS. Mar sin féin, tá coiste an-mhaith Athena SWAN ag Scoil an Leighis (SoM) a bhí gníomhach i gcur i bhfeidhm gníomhaíochtaí sonracha atá dírithe ar chumarsáid, cultúr, taithí na mac léinn, tionscnaimh forbartha gairme agus ionadaíocht na mban sa scoil a fheabhsú - ó rinneadh iarratas ar ghradam Cré-Umha i mí na Samhna 2017. Tá dul chun cinn suntasach déanta ag roinnt leibhéal ó shin agus lean sé seo ar aghaidh go luath tar éis creidiúnú Cré-Umha a bhaint amach in Aibreán 2018. I measc na ngníomhaíochtaí a cuireadh i gcrích tá:

- Leathanach gréasáin Athena SWAN forbartha mar aon le haischlíib twitter don choiste.
- Traenáil Féachadóirí Gníomhacha ag díriú ar bhulaíocht agus ar chiapadh, 100 duine oile ar fud na Scoile agus an Ghrúpa Saolta.
- Polasaí "croí-uaireanta" i bhfeidhm, agus gach coiste SoM ag cloí leis seachas ceann amháin. Cuireadh vóta ar amanna cruinnithe i bhfeidhm don ghrúpa a thagann le chéile lasmuigh de chroí-uaireanta.
- Cuireadh tuarascáil chuimsitheach le chéile ó ghrúpaí fócais le hiarchéimithe ina bhfuil moltaí maidir le gníomhaíochtaí chun feabhas a chur ar thaithí na mac léinn in SoM.
- Forbraíodh agus d'fhaomh Bord na Scoile Cáipéis Mháithreachais do Mhíic Léinn le scaipeadh agus le húsáid laistigh den SoM.
- Tá áiseanna le haghaidh beathú cíche do mhná atá ag fillleadh tar éis saoire mháithreachais curtha in iúl go forleathan laistigh de na campais SoM éagsúla (OÉ Gaillimh, acadaimh ghaolmhara sa cheantar thiar thuaidh agus ospidéal cheangailte).
- Tá cothromaíocht inscne anois ar gach coiste SoM.
- Tá ionadaíocht chothrom ar fhir agus ar mhná anois mar ghnáthamh ar an bpóidiam agus sa mhórshuíl ag bronnadh céimeanna.
- Rinneadh bealaí gairme (Acadúil, Riaracháin, Teicniúil) a fhiosrú agus a shainiú agus forbraíodh na pacáistí ionduchtaithe foirne.
- Tionóladh siompóisiam SoM Athena SWAN (Mná sa Leigheas) an-rathúil a rinne cur síos ar dhul chun cinn gairme sa scoil le déanaí mar an chéad cheann i sraith siompóisiamáí bliantúla.
- D'eagraigh SoM dhá thaispeántas ealaíne le dhá bhliain anuas a rinne ceiliúradh ar mhná. Rinne Daughters of the Dagda ceiliúradh ar ealaíontóirí ban áitiúil in 2018 agus rinne CREATE ceiliúradh ar eispéiris na mban le linn toirchis/breithe in 2019.

Fógraíodh an post mar Leas-Déan EDI i gColáiste an Leighis, an Altranais agus na nEolaíochtaí Sláinte agus táthar ag súil go mbeidh an Leas-Déan nua tosaithe faoin mbliain acadúil 2019/20.

## 6. TUAIRISCIÚ AR BHEARNA PHÁ IDIR NA HINSCNÍ

Tá tús curtha ag Oifig an Leas-Uachtaráin do Chomhionannas agus Éagsúlacht, le tacaíocht ó UMT, leis an Tionscadal maidir le Bearna Phá idir na hInscní (GPG) in OÉ Gaillimh. Tá KPMG fostaithe ag an Ollscoil chun an anailís ar an mbearna phá seo a dhéanamh agus chun comhairle a chur ar an Ollscoil maidir leis na riachtanais tuairiscithe náisiúnta is dóichí, agus í ag ullmhú don am a dtiocfaidh tuairisciú bliantúil GPG ina riachtanas in Éirinn.

Tá an bhearna phá idir na hinscní (GPG) deartha chun an méid a dhéantar ionadaíocht ar mhná go cothrom ar fud eagraíochta a léiriú, i dtéarmaí tuarastail. Is í an difríocht sa mheánphá in aghaidh na huairé do mhná atá i gceist i gcomparáid le fir in eagraíocht ar leith.\*

*\* I gcás na foirne ar rátaí in aghaidh na huairé úsáidtear an fíor-ráta sna ríomhanna GPG. I gcás na gcomhaltaí foirne sin nach bhfuil ar rátaí in aghaidh na huairé tá an ráta in aghaidh na huairé bunaithe ar thuarastal bliantúil arna roinnt ar 52 (seachtainí) roinnte ar na huairéanta cuí in aghaidh na seachtaine de réir chonradh na catagóire foirne.*

In Éirinn, tá reachtaíocht maidir le tuairisciú GPG fós á forbairt. Ritheadh Bille Príobháideach sa Seanad i nDeireadh Fómhair 2017 agus d'fhaomh

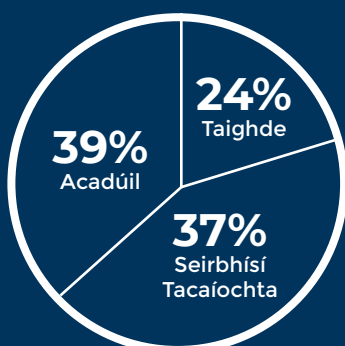
an Chomh-Aireacht i mí an Mheithimh 2018 an Scéim Ghinearálta faoin mBille fá Fhaisnéis faoin Difríocht Pá idir na hInscní ("Bille Rialtais"), a d'fhoilsigh an tAire Dlí agus Cirt Charlie Flanagan. Meastar go mbeidh ar chuideachtaí agus ar institiúidí Éireannacha eile a fhostaíonn 50 duine nó níos mó a GPG a thuairisciú go poiblí as seo go ceann dhá bhliain eile. Tá tús curtha ag OÉ Gaillimh le hobair sa réimse seo chun bonnlíne a leagan síos agus chun ár bpobal a dhéanamh páirteach i laghdú an GPG. Tá sé i gceist againn an GPG a iniúchadh go bliantúil agus é sin a thuairisciú inár dtuarascáil bhliantúil EDI.

Níor chóir GPG a mheascadh leis an gcoincheap pá comhionann as obair chomhionann (cothroime phá). Cé go gcuireann ceisteanna maidir le cothroime phá isteach ar an mbearna phá, cuireann gnéithe tábhachtacha eile cosúil le comhdhéanamh agus srathú an fhórsa saothair isteach air chomh maith. Rinneadh athbhreithniú ar an meántuilleamh do chomhaltaí foirne Acadúla san Ollscoil, mar chuid dár n-iarratas Cré-umha Athena SWAN, agus léiríonn na torthaí maidir le Cothroime i bPá Acadúil go soiléir nach bhfuil fadhb cothroime pá in OÉ Gaillimh.

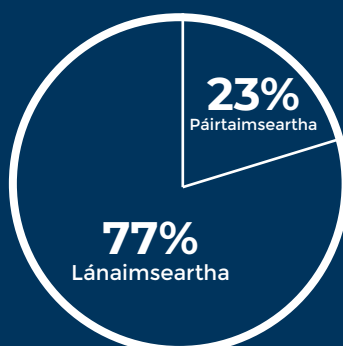
Cothroime i bPá Acadúil (Meántuilleamh de réir Gráid agus Inscne)	2016			2017			2018		
	Grád Acadúil	👤	👧	Coibhneas 👤👧	👤	👧	Coibhneas 👤👧	👤	👧
Léachtóir (faoi bhun an Bhaic)	€49,924	€52,330	1.05	€50,796	€51,661	1.02	€52,693	€52,942	1
Léachtóir (os cionn an Bhaic)	€74,992	€74,524	0.99	€75,749	€75,690	1	€78,999	€79,089	1
Léachtóir Sinsearach	€86,629	€84,837	0.98	€86,748	€84,635	0.98	€91,291	€91,902	1.01
Ollamh Pearsanta	€121,766	€121,766	1	€124,570	€124,570	1	€129,979	€129,979	1
Ollamh Bunaithe	€135,518	€127,553	0.94	€137,288	€133,371	0.97	€143,446	€135,495	0.95

Tá comhdhéanamh ár ngrúpa foirne atá rangaithe de réir catagóirí Acadúla, Taighde agus Seirbhísí Tacaíochta (lena n-áirítear Riarachán, Foirgnimh, Leabharlann, agus Foireann Theicniúil), amhail deireadh Mhárta 2018, léirithe thíos.

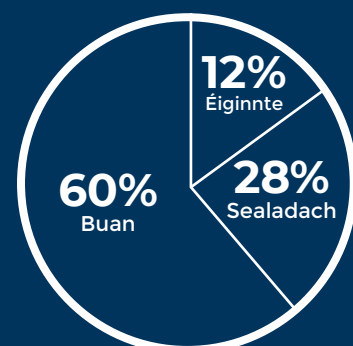
### CATAGÓIR FOIRNE



### STÁDAS FOIRNE



### CINEÁL CONARTHA





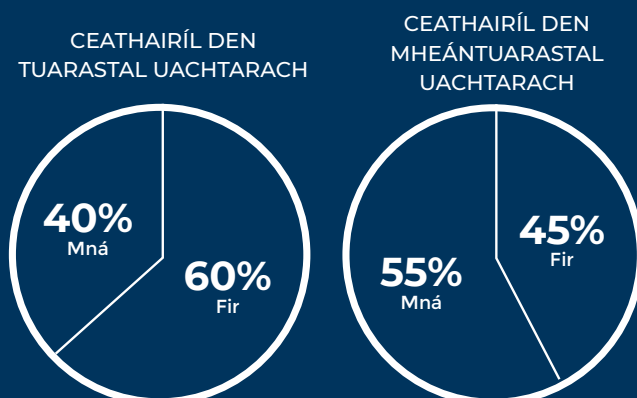
Tá Bearna Phá shuntasach idir na hInscní ag OÉ Gaillimh, mar a bheifí ag súil leis ónár bpróifíl agus cosúil le go leor institiúidí Éireannacha agus go leor ollscoileanna go hidirnáisiúnta. Tá GPG OÉ Gaillimh do Mhárta 2018 curtha i láthair sa tábla thíos de réir catagóir foirne.

CATAGÓIR	MEÁNBEARNA	BEARNA AIRMHEÁNACH
Acadúil	23.2%	11.8%
Seirbhísí Tacaíochta	14.4%	16.8%
Taighde	7.6%	0.0%

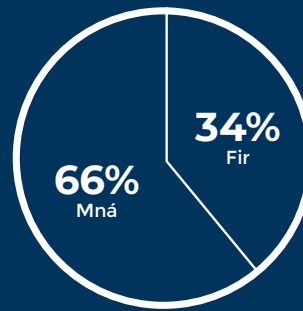
*\*Is éard atá i gceist le tuairiscíú bearna phá idir na hinscín ná an bhearna mheánach agus airmheánach phá a thuairiscíú. Is meán atá i gceist leis an meánbhearna phá idir na hinscín. Ríomhtar é trí thuarastail/thuilleamh na bhfostaithe fireanna agus bainearna go léir a shuímiú agus a roinnt ar líon na bhfostaithe. Is í an bhearna phá an difríocht idir na meánfhiúirí (ar an meán) d'fhir agus an uimhir atá i lár na hinscne a chur i gcomparáid. Is í an mheánbhearna phá an figiúr is mó a thuairiscítear. Baintear úsáid as an bhfigiúr airmheánach pá chun eisceachtaí a láimhseáil - nuair a thuilleann duine amháin i bhfad níos mó ná an chuid eile den fhoireann.*

Is fiú a lua go bhfuil GPG 23.2% ag an lucht acadúil mar gheall go bhfuil 42% de na fir ar fad sa chatagóir foirne acadúla ag grád Léachtóra Shinsearaigh (SL) nó níos airde, agus i mí an Mhárta 2018 ní raibh ach 16% de mhná i bhí i gcatagóir na foirne acadúla ag grád Léachtóra Shinsearaigh nó os a chionn. Mar gheall ar leibhéal an GPG in OÉ Gaillimh, agus leibhéal na foirne acadúla go háirithe, tá gá le haird phráinneach agus dhíríte chun an GPG a laghdú. Is amhlaidh freisin go bhfuil ardú céime acadúil faoi smacht na hOllscoile, agus ní mór nasc a bheith ag arduithe céime sna réimsí seirbhísí gairmiúla agus tacaíochta faoi láthair le folúntais a thagann chun cinn agus le comórtas inmheánach nó oscailte do na folúntais sin. Taispeánann ceathairleanna de luachanna tuarastail an coibhneas tuillimh ag fostaithe fireanna agus bainearna ó raonta tuarastail uachtair go híseal.

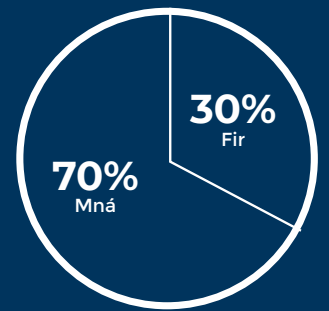
## Difríocht Inscne de réir Ceathairleanna de Luachanna Tuarastail:



CEATHAIRÍL DEN MHEÁNTUARASTAL ÍOCHTARACH



CEATHAIRÍL DEN TUARASTAL ÍOCHTARACH



Seo a leanas cuid de na bearta atá á ndéanamh ag OÉ Gaillimh chun an GPG a laghdú:

1. Tionscadal Arduithe Céime a dhíríonn ar arduithe céime chuig Léachtóir Sinsearach agus Ollamh Pearsanta araon - tacóidh an tionscadal le suas le 15 bhean in aghaidh na bliana mar ullmhúchán d'ardú céime.
2. Monatóireacht chúramach ar bhuíonta iarratasóirí agus ar ghearrliostaí do gach post sinsearach, seirbhísí gairmiúla agus acadúil. Is éard a bheas i gceist leis seo sprioc 30% ar a laghad d'iarrthóirí bainearna i mbuíonta iarratasóirí agus 50:50 i ngearrliostaí do gach post sinsearach ó thús na bliana acadúla 2019/20.
3. Próiseas ardaithe céime rollach a chur chun cinn le haghaidh ardaithe céime go Léachtóir Sinsearach agus Ollamh Pearsanta (le dhá phointe iarratais gach bliain) agus Grád an Ollaimh Chomhlaigh a thabhairt ar ais in OÉ Gaillimh.
4. Tá deontais taighde do chúramóirí acadúla atá ag filleadh agus deontais forbartha acmhainne taighde Athena SWAN (suas le 10 in aghaidh na bliana) ar fáil ón mbliain acadúil 2016/17 agus tá siad sin bunaithe anois.
5. Tá scéim coinneála don fhoireann acadúil ag OÉ Gaillimh. Cuirfear tús le monatóireacht ar ghlacadh leis an scéim seo de réir inscne agus déanfar tuairiscíú bliantúil chuig an gComhairle Acadúil, EDICC, agus Údarás na hOllscoile ó Mheitheamh 2019.
6. Tá an Stiúrthóir Acmhainní Daonna ag dul i dteagmháil le comhghleacaithe ar fud earnáil na n-ollscoileanna chun dul chun cinn a dhéanamh maidir le cur chuige earnála ar Chreat Meastóireachta Poist a fhorbairt d'fhoireann Riaracháin, toisc gur ceist thábhachtach í seo ní hamháin in OÉ Gaillimh ach in earnáil na n-ollscoileanna trí chéile in Éirinn. Le blianta beaga anuas, nuair a bhí siad ann, stop an ÚAO/DES nó cuireadh ar ceal go hiomlán beagnach gach féidearthacht ardaithe céime nó dul ar aghaidh do Sheirbhísí Gairmiúla (lena n-áirítear foireann theicniúil), lasmuigh de dheiseanna ardaithe céime iomaíocha inmheánacha a éilíonn ar chomhghleacaithe poist a athrú.
7. Tá tacaíochtaí d'fhorbairt gairme agus ceannaireachta - clár Forbartha Ceannaireachta Aurora ar fáil do suas le 20 bean in aghaidh na bliana ó gach catagóir foirne. Tá clár forbartha gairme, meantóireachta agus/nó cóitseála ar fáil d'fhoireann OÉ Gaillimh ar fad.
8. Grúpa Oibre faoi stiúir Acmhainní Daonna ar Fhostaíocht Neamhbhuan - an t-am i láthair

- a shocrú agus pleanáil don todhchaí. Aontaíodh ar Théarmaí Tagartha an Ghrúpa Oibre i mí na Bealtaine 2019.
9. Tá an creat inniúlachta do ghráid riaracháin sa chéim phleanála phiolótach faoi láthair. Tá Acmhainní Daonna ag súil é seo a chur i bhfeidhm laistigh den bhliain acadúil 2019/20.
  10. Cláir oiliúna do ghráid riaracháin, i.e. Gráid 1 - 5, chun a gcuid scileanna a fhorbairt do róil amach anseo.

Cuireadh an tionscadal GPG, agus an toradh do Mhárta 2018, i láthair ag an gcruinniú foirne uile a thionóil an tUachtarán i mí an Mhárta 2019. Cuireadh i láthair EDICC, an Chomhairle Acadúil agus EDIC é agus cuirfear faoi bhráid Údarás na hOllscoile é i Meitheamh 2019. Rinneadh é seo chun pobal uile na hollscoile a bheith páirteach sa phlé ar ár GPG, ar bhealach cothrom trédhearcach - agus chun na bearta atá á ndéanamh ag an Ollscoil chun an GPG a laghdú a dheimhniú.



**Advancing the collaborative work of the Equality, Diversity and Inclusion Committee (EDIC), and the Equality, Diversity, and Inclusion Campus Committee (EDICC)**

**EDIC/EDICC  
Collective Intelligence Report**



November 22<sup>nd</sup> 2018

Collective Intelligence Network Support Unit (CINSU), National University of Ireland Galway

Michael Hogan, michael.hogan@nuigalway.ie  
Michelle Hanlon, michelle.hanlon@nuigalway.ie  
Owen Harney, harneyowen@gmail.com



## 7. FAISNÉIS CHOMHCHOITEANN EDIC/EDICC

### Pleanáil do Thodhchaí EDI in OÉ Gaillimh

Tionóladh Cleachtadh Faisnéise Comhchoitinne (CI) an-mhaith an 22 Samhain 2018. Bhí cuid de Choiste Comhionannais, Éagsúlachta agus Cuimsithe Champas OÉ Gaillimh (EDICC) agus Coiste Comhionannais, Éagsúlachta agus Cuimsithe Údarás na hOllscoile (EDIC) páirteach ann. Bhí an Cleachtadh a raibh an Dr Mike Hogan agus a fhoireann ó Scoil na Síceolaíochta mar áisitheoirí air, ar siúl san Aula Maxima, agus bhí 21 ball coiste EDIC/EDICC i láthair. Ba é aidhm an chleachtaidh seo ionchur agus peirspectíochtaí a bhailiú ó lucht an choiste chun tuilleadh dul chun cinn a dhéanamh maidir le comhionannas, éagsúlacht, agus cuimsiú a chur chun cinn ar fud na hollscoile.

D'oibrigh baill den EDIC/EDICC le chéile chun:

**(a)** Machnamh a dhéanamh ar shraith smaointe faoi conas tacaíocht níos fearr a thabhairt d'obair EDICC agus comhionannas, éagsúlacht agus cuimsiú a chur chun cinn tuilleadh ar fud na hOllscoile.

**(b)** Machnamh a dhéanamh ar shraith téamaí ag teacht chun cinn ón tsraith iomlán smaointe agus bealaí a aithint ina bhféadfaí smaointe a bhaineann le príomhthéamaí a chur i bhfeidhm ar bhealaí cinnte, sonracha agus indéanta.

Cuirfidh torthaí an chleachtaidh seo a bhí thar a bheith úsáideach le forbairt an phlean straitéisigh nua do OÉ Gaillimh agus le clár oibre EDICC sa bhliain atá romhainn.





# 8. CRUINIÚ EDIC HALLA AN BHAILE DON FHOIREANN UILE

Tionóladh an chéad Chruinniú Halla an Bhaile a bhí á reáchtáil ag an gCoiste Comhionannais, Éagsúlachta agus Cuimsithe (EDIC) Dé Céadaoin, an 13 Feabhra 2019. Cuireadh an-suim sa chruinniú agus ghlac os cionn 70 comhghleacaí ar fud na hOllscoile páirt ann, lena n-áirítear an tUachtarán, an tOllamh Ciarán Ó hÓgartaigh.

Chuir Sinéad Uasal Ní Fhatharta, Cathaoirleach EDIC, tús leis an gcrúinniú agus d'fháiltigh sí roimh bhaill den EDIC agus roimh gach comhghleacaí a bhí i láthair ag an gcrúinniú. Thug an Cathaoirleach agus an Leas-Uachtarán do Chomhionannas agus Éagsúlacht cur i láthair ansin ar stair, struchtúr rialachais, ballraíocht, agus Téarmaí Tagartha EDIC. Tarraingíodh aird ar ghnéithe áirithe d'obair an EDIC, mar aon leis an gcaidreamh sineirgíoch idir an EDIC agus an Coiste Campais Comhionannais, Éagsúlachta agus Cuimsithe (EDICC). Ina dhiaidh sin, bhí plé gaolmhar, faisnéiseach agus lón líonraithe ar siúl.



## 9. CLÁIR OIBRE EDICC

Scrúdaigh an EDICC clár oibre a chuimsíonn na sruthanna oibre seo a leanas, agus forbraíonn gach grúpa oibre tionscnaimh agus gníomhaíochtaí i rith na bliana acadúla 2018/19:

- A. Comhionannas Inscne  
(lena n-áirítear Tionscnamh Athena SWAN)
- B. LGBT+
- C. Míchumas
- D. Éagsúlacht Chultúrtha

### A. Comhionannas Inscne

Leanann obair chun comhionannas inscne a leabú agus a phríomhsruthú go leanúnach in OÉ Gaillimh trí roinnt polasaithe, grúpaí oibre, agus tionscnamh a forbraíodh i rith 2018/19.

#### Athena SWAN

Bronnadh gradam cré-umha Athena SWAN go hoifigiúil ar OÉ Gaillimh, mar aon le Scoil an Leighis, ag searmanas i mBaile Átha Cliath i mí na Samhna 2018. Bhronn an tAire Mary Mitchell O'Connor TD, an tAire Stáit d'Ard-Oideachas na gradaim.



Clé-Deas Aoife Cooke, an tAire Mary Mitchell O'Connor, TD, an tOllamh Anne Scott, an Dr Ann Ryan ag searmanas bronntha Ghradam Cré-umha Athena SWAN.

Tá Foireann Féinmheasúnaithe (SAT) Institiúideach SWAN ag leanúint ar aghaidh ag déanamh maoirseachta ar chur i bhfeidhm Plean Gníomhaíochta Athena SWAN, lena n-áirítear tacú le scoileanna iarratas a dhéanamh ar ghradam Athena SWAN. Reáchtáil SAT Institiúideach oíche eolais Halla an Bhaile an 23 Samhain 2018 chun an fhoireann ar fad a thabhairt cothrom le dáta agus a chinntiú go dtuigeann an oiread comhghleacaithe agus is féidir an luach a bhaineann le dul i ngleic le próiseas Athena SWAN, agus riachtanais Chairt Athena SWAN tar éis 2015 a théann níos faide ná STEM chuig gach disciplín san ollscoil. Chun

comhghleacaithe Scoile a mhealladh tuilleadh, reáchtáladh dhá cheardlann an 28 agus 29 Eanáir 2019 faoi stiúir Bhainisteoir Cláir Athena SWAN na hÉireann, an Dr Victoria Brownlee.

Tá OÉ Gaillimh tiomanta d'ocht n-aighneacht scoile a dhéanamh le linn Plean Gnímh reatha Athena Swan (2018 - 2021). Meastar go gcuirfean an chéad dá iarratas isteach i mí na Samhna 2019 ó Scoil na Fisice agus ó Scoil na Síceolaíochta. D'oibrigh Oifig an Leas-Uachtaráin do Chomhionannas agus Éagsúlacht le foireann DANte ISS chun sraith tuarascálacha a fhorbairt a chabhróidh le soláthar na sonraí riachtanacha le haghaidh aighneachtaí Scoile. Gheobhaidh scoileanna tacaíocht spriocdhírthe ón OVPED chun iarratas Athena SWAN a ullmhú.

D'fheidhmigh ceathrar ball de SAT na hInstitiúide, agus ball amháin ó SAT Scoil an Leighis agus Choláiste na hInnealtóireachta agus na hIonformaitice, mar chomhaltaí painéil mheastóireachta d'aighneachtaí Ghradam Athena SWAN i mí na Samhna 2018, ar fud na hÉireann agus na RA araon. Is é seo an tríú babhta aighneachtaí ina raibh baill SAT ag OÉ Gaillimh mar chomhaltaí painéil meastóireachta, agus an chéad uair a reáchtáladh painéal meastóireachta Athena Swan i mBaile Átha Cliath (chomh maith le painéil atá bunaithe i Londain).



Comhghleacaithe i láthair ag Siompóisiam Tionscnaimh Bliantúil Athena SWAN Scoil an Leighis

### An Plean Gníomhaíochta do Chomhionannas Inscne

Forbraíodh an dara Plean Gníomhaíochta do Chomhionannas Inscne de chuid OÉ Gaillimh (GEAP 2) a chomhtháthaíonn na pleananna gníomhaíochta seo a leanas;

- Plean Gníomhaíochta Athena SWAN OÉ Gaillimh,
- Gnéithe de GEAP 1 OÉ Gaillimh atá fós i mbun oibre - lena n-áirítear moltaí ó Athbhreithniú an ÚAO ar Chomhionannas Inscne in Institiúidí Ardoideachais na hÉireann (2016) agus
- an Plean Gníomhaíochta do Chomhionannas Inscne 2018 - 2020, a sheol an tAire Mitchell O'Connor i mí na Samhna 2018.



Trí chomhtháthú na dtrí phlean gníomhaíochta seo i gcáipéis amháin (GEAP 2), beifear in ann maoirseacht níos éifeachtaí a dhéanamh ar fhorbairtí i réimse an chomhionannais inscne ar fud na hollscoile. Rinne an UMT faomhadh ar an dara GEAP i mí na Bealtaine 2019 agus rinne an EDIC é a fhaomhadh i Meitheamh 2019.

## Grúpa Oibre ar Chiapadh Gnéasach agus Foréigean Gnéasach

Bunaíodh Grúpa Oibre ar Chiapadh Gnéasach, faoi chathaoirleacht an VPED agus le ballraíocht tras-ollscoile, i mí Eanáir 2019 agus bhí ceithre chruinniú aige an bhliain acadúil seo. Tá obair thosaigh an ghrúpa seo ag díriú ar athbheithniú a dhéanamh ar ár bpolasaíthe, nósanna imeachta agus riachtanais oiliúna sa réimse seo, chun pobal OÉ Gaillimh a ullmhú níos fearr lena chinntiú go bhfuil an fhoireann agus na mic léinn ar an eolas faoin dualgas atá orainn meas a bheith againn ar a chéile agus tacú le mic léinn agus comhaltaí foirne ar tharla ciapadh gnéasach agus/nó foréigean gnéasach dóibh. Sa chomhthéacs seo tá sé tábhachtach aird a tharraingt ar an 5 Aibreán 2019 nuair a sheol an tAire Mitchell O'Connor an **Creat le haghaidh Toiliú san Ardoideachas: “Slán, Measúil, Tacúil agus Dearfach Ag cur Deireadh le Foréigean agus Ciapadh Gnéasach in Institiúidí Ardoideachais na hÉireann”**. Tá an tuarascáil iomlán le fáil ar láithreán gréasáin na Roinne Oideachais agus Scileanna.

Choinnigh an Dr Pádraig MacNeela ar an eolas Grúpa Oibre OÉ Gaillimh faoi na forbairtí náisiúnta sa réimse seo mar go raibh sé ina bhall den Fóram Náisiúnta a chuir an Creat le chéile, agus ina bhall de Ghrúpa Oibre OÉ Gaillimh.

## Grúpa Comhairleach Seachtrach

Thug an Grúpa Comhairleach Seachtrach do Chomhionannas Inscne (EAG), a bunaíodh mar thoradh ar mholadh ó Thascfhórsa Comhionannais Inscne OÉ Gaillimh (2016), an tríú cuairt bhliantúil ar an Ollscoil an 6 Meitheamh 2019. Bhuail comhaltaí EAG leis an Uachtarán, le Foireann Bainistíochta na hOllscoile, agus leis an OVPED. Bhí lón líonraithe acu freisin le baill EDIC agus EDIC araon. Ba dheis é seo don EAG dul chun cinn a phlé maidir le leabú an chlár EDI in OÉ Gaillimh, agus go háirithe forbairtí maidir le tacú le comhionannas inscne san Ollscoil, le baill den dá phríomhchoiste ollscoile seo.



C-D Comhaltaí an EAG, an tOllamh Paul Walton, an tOllamh Jane Grimson, an tOllamh Yvonne Galligan, agus an tOllamh Tomas Brage.

## B. LGBT+

Áiríodh ar chlár oibre tosaigh an EDIC sofheictheacht agus feachtas ar ábhair imní agus ar fhadhbanna LGBT+ a fhorbairt ar an gcampas. Lean an Líonra Foirne LGBT+, a bunaíodh i mí Lúnasa 2017, ag cur lena dtionscnaimh rannpháirtíochta agus sofheictheachta i rith 2018/19.

Tá láithreach shofheicthe ag pobal Foirne LGBT+ na hOllscoile anois i bhféile Bród na Gaillimhe, agus foireann OÉ Gaillimh ag máirseáil in éineacht le Comhaltas na Mac Léinn. Mar cheiliúradh ar Bhród na Gaillimhe 2018, thug an Líonra an taispeántas Road to Equality chuig an gcampas freisin. 40 bliain de ghníomhaíochas a d'athraigh Éire atá sa taispeántas Road to Equality, agus ba é an toradh a bhí air ná comhionannas pósta agus aitheantas inscne. D'fhorbair an Chónaidhm Náisiúnta LGBT an taispeántas a thug ar iasacht é go flaitiúil do OÉ Gaillimh.

Cuireadh an polasaí maidir le Féiniúlacht Inscne agus Léiriú Inscne i bhfeidhm go hiomlán ar an gcampas i rith 2018/19, le cosáin agus tacaíochtaí soiléire don fhoireann agus do na mic léinn araon. Is í Oifig an Leas-Uachtaráin do Chomhionannas agus Éagsúlacht an chéad phointe teagmhála ainmnithe do chomhaltaí foirne nó do mhic léinn chun an polasaí agus na tacaíochtaí atá ar fáil a phlé. Tá Líonra Foirne LGBT+ chomh maith le hOifigeach do Chearta Inscne agus LGBT+ Comhaltas na Mac Léinn agus GIGSoc ar fáil le haghaidh tacaíocht piaraí agus acmhainní.

Chabhraigh Líonra Foirne LGBT+ le tionscnamh do chuimsiú sofheicthe a fhorbairt, tionscnamh a seoladh i mbliana, Clár Carad LGBT+ OÉ Gaillimh. Is tionscnamh bunaithe ar bhaill é an Clár Carad atá ag obair chun eolas, feachtas agus tacaíocht a mhéadú do chomhghleacaithe agus do mhic léinn LGBT+. I gcomhpháirtíocht le daoine aonair agus le Scoileanna/Aonaid, tá sé mar aidhm ag Clár Carad LGBT+ timpeallacht shábháilte agus chuimsitheach a chruthú d'fhoireann agus do mhic léinn beag beann ar a bhféiniúlacht ghnéis agus inscne in OÉ Gaillimh agus tacú le cultúr comhionannais, éagsúlachta agus cuimsitheachta. Cuirtear acmhainní agus faisnéis ar fáil do chairde le bheith ina gchairde muiníneacha agus tacúla ar an gcampas. Le tuilleadh eolais a fháil nó le bheith i do Chara LGBT+, tabhair cuairt ar: [www.nuigalway.ie/equalityanddiversity/lgbt](http://www.nuigalway.ie/equalityanddiversity/lgbt)

Tá EDIC, agus an Líonra Foirne LGBT+, thar a bheith bródúil as an obair a rinneadh le dhá bhliain anuas agus leis an rannpháirtíocht ó phobal na hollscoile. Tá clár oibre LGBT+ mar a measadh é bainte amach, agus uaidh seo amach, beidh guth láidir ag Líonra Foirne LGBT+, an Clár Carad LGBT+, agus pobal Ollscoile LGBT+ in OÉ Gaillimh. Tuigeann an Líonra Foirne LGBT+ an obair dhíograiseach atá i gceist sna hathruithe agus na forbairtí seo a bhaint amach in OÉ Gaillimh, agus táthar ag súil le bheith ag obair le pobal na hollscoile sna blianta amach romhainn. Chun teagmháil a dhéanamh nó tuilleadh eolais a fháil seol ríomhphost chuig [LGBT@nuigalway.ie](mailto:LGBT@nuigalway.ie)







Comhaltaí de Líonra Foirne LGBT+ OÉ Gaillimh ag máirseáil le mic léinn i bparáid Bhród na Gaillimhe





## C. Míchumas

Go hidirnáisiúnta, tá an meon i leith míchumais ag athrú ó shamhail leighis go samhail shóisialta, a bhuíochas sin do Choinbhinsiún na Náisiún Aontaithe ar Chearta Daoine faoi Mhíchumas (UNCRPD), a dhaingnigh Éire i Márta 2018. De réir na samhla sóisialta meastar an chaoi a bhfuil an tsochaí míchumasach seachas lagú an duine féin; mar shampla, bacainní fisiciúla agus dearcaidh. Ón meon seo, tá an Grúpa Oibre ar Mhíchumas ag stiúradh agus ag comhoibriú ar roinnt tionscadal chun a chinntiú go bhfuil na deiseanna céanna a bheith páirteach chomh maith agus is féidir leo ag foireann agus mic léinn, chomh maith le haon duine eile ó phobal OÉ Gaillimh.

In 2018/19, dhírigh an Grúpa Oibre ar shé phríomhréimse:

1. Comhairliúchán le comhaltaí foirne trí shuirbhé leathan ar chultúr Comhionannais agus Éagsúlachta chun cabhrú linn tuiscint a fháil ar an gcaoi a bhfuil comhaltaí foirne faoi mhíchumas san ionad oibre á dtacú againn faoi láthair agus chun na fadhbanna is tábhachtaí a aithint chun ionad oibre níos cuimsithí a chruthú.
2. Togra a fhorbairt chun Ciste lárnach na hOllscoile a bhunú a thabharfaidh tacaíocht do mhic léinn neamh-AE nó dóibh siúd nach bhfuil incháilithe do mhaoiniú stáit tríd an gCiste do Mhic Léinn faoi Mhíchumas (FSD). Cuireann ciste lárnach ar chumas na hOllscoile tacú leis na mic léinn seo ar bhealach tráthúil agus cinntíonn sé gur féidir leis an ollscoil a riachtanais dhlíthiúla a chomhlíonadh go réamhghníomhach mar atá leagtha amach sna hAchtanna um Stádas Comhionann 2000-2015.
3. Foilsiú Treoir Foirne ar Mhíchumas san Ionad Oibre.
4. Tá obair tosaithe ag an nGrúpa Oibre ar Pholasaí Socruithe Réasúnta do mhic léinn faoi mhíchumas.
5. Bealaí iontrála do mhic léinn faoi mhíchumas - Rinne an Grúpa Oibre nasc idir na bealaí iontrála éagsúla do mhic léinn lena chinntiú go gcuirtear an t-eolas céanna ar fáil do gach mac léinn, mic léinn idirnáisiúnta san áireamh, nuair a ghlacann siad le tairiscint chun mic léinn a spreagadh le míchumas a chur in iúl sula dtagann siad chuig OÉ Gaillimh. Déantar é seo lena chinntiú go bhfuil dóthain tacaíochta ar fáil, lena n-áirítear rochtain ar chóiríocht inrochtana, nuair a thagann mic léinn go Gaillimh.

## D. Éagsúlacht Chultúrtha

In 2018/19 dhírigh an Grúpa Oibre ar Éagsúlacht Chultúrtha ar thrí fhadhb leanúnacha:

1. **Bacainní ar fhoireann neamh-AE**, lena n-áirítear deacrachtaí a bhaineann le nósanna imeachta maidir le stádas víosa a choinneáil agus teorainneacha ar thaisteal thar lear. Rinne an grúpa oibre machnamh ar roinnt gníomhaíochtaí lena n-áirítear (a) comhairliúchán le comhghleacaithe a bhfuil eolas acu ar na nósanna imeachta; (b) sonraí iomchuí a thiomsú chun na comhaltaí foirne

a ndéantar difear dóibh a aithint agus a raon feidhme; agus (c) cur chuige féideartha do na Gardaí (GNIB) le moltaí chun soláthar seirbhísí sainiúla athnuachana víosaí a éascú d'fhoireann agus do mhic léinn OÉ Gaillimh. Tá an grúpa oibre tar éis comhghleacáil le taithí as Acmhainní Daonna a chomhthoghadh chun a chinntiú go bhfuil príomhoifigí i gceist agus go nglacfaidh an Ollscoil cur chuige comhordaithe, comhsheasmhach i leith na nithe seo uaidh seo amach.

2. **Éagsúlacht chultúrtha in ionadaíocht foirne agus i gcinteoireacht** ar fud na hollscoile. Mar chéad chéim, breathnóidh an grúpa oibre ar bhealaí chun sonraí a bhailiú faoi náisiúntacht agus eitneachas na foirne trí chóras bailiúcháin a fhorbairt agus fostaithe na hollscoile a spreagadh chun réimsí monatóireachta éagsúlachta a líonadh ina dtaifid, d'fhonn iarrachtaí a fheabhsú sa todhchaí chun ionadaíocht a mhéadú. Tá planáil don bhailiúchán sonraí seo ar siúl agus rachaidh sé ar aghaidh le speisialtóirí comhthofa sa bhliain acadúil 2019/20.
3. **Athbhreithniú a dhéanamh ar chomhionannas i ngnóthachtáil acadúil fhoghrúpaí cultúrtha na mac léinn**, i bhfianaise taighde idirnáisiúnta a thugann le tuiscint go mbíonn bacainní acadúla ar mhic léinn mhionlaigh chultúrtha nach dtarlaíonn de bharr (mar shampla) tosca socheacnamaíocha. D'aontaigh an grúpa oibre gur cheart iniúchadh a dhéanamh ar shonraí maidir le gnóthachtáil chun fairsinge na faidhbe seo a fháil amach dá mbeadh sé le sonrú san ollscoil seo; d'fhéadfadh na féidearthachtaí chun sonraí a fhiosrú maidir le teagmháil níos leithne le saol na mac léinn (m.sh. clubanna agus cumainn) a bheith cabhrach freisin. Déanfar tuilleadh machnaimh ar an gceist seo sa bhliain acadúil atá le teacht.

Chomh maith leis an obair thuas tá an-éileamh ar Líonra don Fhoireann Idirnáisiúnta ag roinnt comhghleacaithe ar fud na hOllscoile. Tar éis plé le déanaí ag an gComhairle Acadúil ar an ábhar seo, d'oibrigh comhghleacaithe in Oifig an Leas-Uachtaráin do Chomhionannas agus Éagsúlacht leis an Dr Srinivas Raghavendra, Scoil Ghnó agus Eacnamaíochta Cairnes, agus Leas-Déin EDI an Choláiste chun fóram líonraithe lóin agus plé a eagrú mar chéad chéim i bhforbairt an Líonra. Reáchtáladh an imeacht lóin seo an 30 Bealtaine 2019 agus d'fhreastail thart ar 50 comhghleacáil ar fud na hollscoile air. Aontaíodh go díograiseach an tionscadal seo a thabhairt chun cinn sa bhliain acadúil nua.



C-D, An Dr Srinivas Raghavendra, Tonya Watts, an Dr Dinali Wijeratne, Aoife Cooke, an tOllamh Anne Scott, an Dr Andrés Költ Kö ag an gcéad chruinniú líonraithe don fhoireann idirnáisiúnta.







# 10. IMEACHTAÍ & TIONSCNAIMH EDI 2018/19

Léiríonn an réimse imeachtaí agus tionscnamh a dtacaíonn an OVPED leo le linn 2018/19 an méid a bhíonn comhaltaí foirne páirteach iontu go fonnmhar ar fud an champais. Léiríonn an méid seo a leanas blaiseadh den chultúr comhionannais, éagsúlachta agus cuimsithe atá forbartha in OÉ Gaillimh.

## Tionóil Teaghlaigh

D'oibrigh oibríthe deonacha Phobal Tuismitheoirí OÉ Gaillimh go crua chun dhá imeacht spreagúla a eagrú do theaghlaigh i mbliana. Bhí Oíche Scannán Samhraidh Teaghlaigh ar siúl an 22 Lúnasa 2018 i bPictiúrlann an Eye. Bhain na tuismitheoirí agus na páistí taitneamh as léiriú den chéad Mary Poppins agus tugadh grán rósta agus deochanna saor in aisce dóibh. Tionóladh Féile Teaghlaigh na Nollag an 16 Nollaig 2018 in Áras na Mac Léinn. Bhain na teaghlaigh taitneamh as na hainmhithe feirme, lámhchleasaíocht, scéalaíocht, agus péinteáil aghaidheanna - chomh maith le héisteacht le scéalta ó bhean chéile Dhaidí na Nollag a raibh bronntanas speisialta aici do gach leanbh.



Bean chéile Dhaidí na Nollag (Lorraine McIlrath) ag taispeáint pictiúr óna laethanta saoire do leanaí ag Féile Teaghlaigh na Nollag.



Comhchathaoirleach an Líonra, an Dr Rachel Hilliard ag oscailt Shraith Léachtaí Tionscnaimh Sheehy Skeffington an Líonra.

## Líonra Foirne LGBT+

Reáchtáil Líonra Foirne LGBT+ Taispeántas Road to Equality na Cónaidhme LGBT Náisiúnta ar an gcampas i mí Lúnasa 2018, agus reáchtáladh fáiltiú le linn Bhród na Gaillimhe chun an ócáid a cheiliúradh.

Coiste stiúrtha Líonra Foirne LGBT+ le hUachtarán OÉ Gaillimh, an tOllamh Ciarán Ó hÓgartaigh.

## Líonra Ban na hOllscoile

Chlúdaigh clár imeachtaí an Líonra i rith 2018/19 raon ceisteanna a raibh spéis ag comhaltaí iontu, lena n-áirítear na hócáidí seo a leanas:

- Ócáid eolais ar an meanapás i nDeireadh Fómhair 2018, a aithnítear níos mó mar cheist san ionad oibre. Glacadh go maith leis an ócáid agus tá súil ag an Líonra ócáidí eile ar an ábhar seo a chur ar siúl.
- Lón líonraithe an 13 Samhain 2018 le comhaltaí nua na Comhairle Acadúla lena chinntiú go bhféadfadh comhaltaí na Comhairle Acadúla a bheith éifeachtach maidir le hathrú a chur i bhfeidhm.
- I mí Eanáir 2019, reáchtáladh ócáid ag am lóin dar teideal "What is RIGRAM and how does it impact budget allocations" chun athbhreithniú a dhéanamh ar an tsamhail nua buiséid agus d'fhreastail go leor comhghleacaithe ar fud na hOllscoile uirthi.



## Rannpháirtíocht Sheachtrach

Thug an tAire Mary Mitchell O'Connor TD, an tAire Stáit don Ard-Oideachas cuairt ar OÉ Gaillimh an 26 Deireadh Fómhair 2018 chun Tuarascáil EDI OÉ Gaillimh 2017/18 a sheoladh go foirmiúil. Ag labhairt di ag an seoladh, dúirt an tAire Mitchell O'Connor: "Tá an-áthas orm an tuarascáil seo a sheoladh a tharraingíonn le chéile go leor réimsí oibre chun a léiriú go bhfuil OÉ Gaillimh ag glacadh le héagsúlacht agus go bhfuil bonn láidir i bhfeidhm aige agus é ag iarraidh a bheith ina bhunchloch don chomhionannas agus don éagsúlacht."

C-D An tOllamh Anne Scott, an tAire Mary Mitchell O'Connor, TD, le hUachtarán OÉ Gaillimh, an tOllamh Ciarán Ó hÓgartaigh ag seoladh thuarascáil EDI 2017/18.

Foireann toilthe SMART OÉ Gaillimh; An Dr Pádraig MacNeela, an Dr Siobhán O'Higgins, agus Kate Dawson ó Scoil na Síceolaíochta, agus an Dr Charlotte McIvor ón Ionad Drámaíochta agus Amharclannaíochta a sheol clár toilthe ceithre bliana faoi Thoilíú Gníomhach, arna mhaoiniú ag Lifes2good Foundation agus i gcomhpháirtíocht le Fondúireacht na hOllscoile agus OÉ Gaillimh.

C-D An Dr Charlotte McIvor, an Dr Pádraig MacNeela, an Dr Siobhán O'Higgins, an tAire Mary Mitchell O'Connor, agus Kate Dawson ag seoladh an Tionscadail maidir le Toilíú Gníomhach.



## Tionscadail EDI ar an gCampas

Chun Lá Eitneachta an Lucht Siúil ar an gcampas a chomóradh, reáchtáil Owen Ward, i gcomhar leis an Ollscoil Tearmainn agus maoinithe ag Ciste Tionscadail EDI, lá ceardlainne maidir le Rochtain ar Altranais le go bhféadfadh baill den Lucht Siúil teacht chuig an gcampas agus níos mó a fhoghlaim faoi na cosáin go gairmeacha altranais nó cnáimhseachais.

Dream ón Oifig Rochtana, coiste na hOllscoile Tearmainn, agus Oifig an Leas-Uachtaráin do Chomhionannas agus Éagsúlacht ag comóradh Lá Eitneachta an Lucht Siúil.

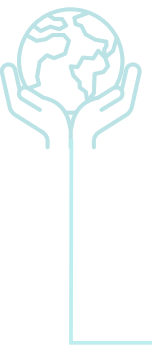
Rinneadh ceiliúradh ar Nollaig na mBan ar an gcampas i mbliana le tacaíocht ón gCiste Tionscadail EDI. Reáchtáil Lónra na mBan an tionscadal a d'eagraigh Mary McGill, agus mar chuid de tugadh ceiliúradh bliantúil Herstory chuig an gcampas.



## Seimineáir

Reáchtáladh an dara Seimineár bliantúil Athena SWAN faoi Mhná i gCeannas an 12 Samhain 2018 san Aula Maxima. Labhair an tOllamh Anne De Paepe, Leas-Seansailéir Ionaid Ollscoil Ghent, faoina taithí, "From Making Decisions to Decision-Making".

C-D Chuir Uachtarán OÉ Gaillimh, an tOllamh Ciarán Ó hÓgartaigh, agus an tOllamh Anne Scott fáilte roimh an Ollamh Anne De Paepe ar an gcampas.





# International Women's Week

## Seachtain Idirnáisiúnta na mBan



### Spotsolas: Seachtain Idirnáisiúnta na mBan

Bhí Lá Idirnáisiúnta na mBan ar siúl an 8 Márta 2019. D'fhorbair an OVPED, i gcomhar le comhghleacaithe ar fud an champais, sceideal imeachtaí a bhí mealltach agus éagsúil don cheiliúradh seachtaine. Clár na nImeachtaí:

- Fóram Oscailte na mBan Aiteach san Ardoideachas” Bhí fóram oscailte plé agus lón ag Líonra Foirne LGBT+ maidir le mná aiteacha a chuimsiú i dtimpeallachtaí ardoideachais.
- “Mná ar na Cúirteanna Uachtaracha” Chuir Scoil an Dlí painéal suimiúil Breithiúna i láthair ag an am céanna le suí na Cúirte Uachtaraí in OÉ Gaillimh.
- “First Steps to Success – Owing your worth and planning the game strategy” Labhair Sonya Lennon ansin leis an Ionad Forbartha Gairme chun seisiún bríomhar a chur i láthair do mhic léinn OÉ Gaillimh ar dhul i mbun a ngairmeacha beatha.



“Pat’s Portrait: In conversation with artist and subject”  
Reáchtáil an OVPED ócáid in onóir don Dr Pat Morgan nuair a nocht Una Sealy portráid a coimisiúnaíodh le déanaí, agus cuirfear é seo le baillúchán ealaíne na hOllscoile.



“Standing up to injustice: my Sheehy Skeffington legacy”  
Ar Lá Idirnáisiúnta na mBan, sheol Líonra na mBan Sraith Léachtaí Tionscnaimh Sheehy Skeffington agus thug an Dr Micheline Sheehy Skeffington an léacht tionscnaimh. Déanfaidh an tsraith léachtaí ceiliúradh ar dhaoine a raibh an misneach acu éagóir a cháineadh.



Imeachtaí de chuid OÉ Gaillimh agus Dress for Success Dublin: “Comhionannas san Ionad Oibre”  
Bhí plé painéil tarraingteach ar chomhionannas san ionad oibre ag bunaitheoir Dress for Success Dublin, Sonya Lennon, an Dr Michelle Millar agus Gráinne O’Meara (Merit Medical) agus Dave O’Connell (Connacht Tribune) mar áisitheoir.



“InnovateHER - NUI Galway Women in Innovation: Changing Perceptions and Inspiring Growth in Medtech”  
D’eagraigh grúpa Medtech InnovateHER plé painéil spreagúil le Nuálaithe Nuálaíochta nó InnovateHers in OÉ Gaillimh.

# 11. CISTE TIONSCADAIL EDI 2018/19

Bhunaigh Coiste Campais EDI, i gcomhar leis an OVPEd, Ciste Bliantúil (€10,000) do thionscadail Chomhionannais, Éagsúlachta agus Chuimsithe a bheidh le bronnadh i bhfoirm cistí beaga idir €300 - €1000 de ghnáth. Is féidir le comhaltaí foirne agus mic léinn cur isteach ar an gciste gach bliain ar bhonn iomaíoch do thionscadail éagsúla chomhionannais laistigh den Ollscoil. Dírionn an ciste tionscadail EDI ar thionscnaimh chomhionannais/chuimsithe nuálacha a éascú agus éagsúlacht i ngach réimse de shaol na hOllscoile a chur chun cinn agus a cheiliúradh.

Tháinig deireadh leis an dara glao bliantúil ar iarratais an Chiste Tionscadail EDI an 22 Deireadh Fómhair 2018. As na 23 iarratas a fuarthas, bhí an-áthas ar Fhochoiste Chiste Tionscadail EDI 13 dheontas a bhronnadh do 2018/19, ar mheascán de thionscadail foirne agus mac léinn ar fud an champais agus le téamaí tosaíochta éagsúla.

- Gradam an Ollaimh Elizabeth “Nellie” Lee as Rannpháirtíocht For-Rochtana**  
Déanfaidh Scoil na Ceimice comóradh ar bhás agus ar obair an Ollaimh Lee trí ghradam a thionscnamh ina hainm do mhac léinn iarchéime a thaispeánann tiomantas eisceachtúil do chlár for-rochtana na Scoile.  
**Maoinithe:** €400  
**Eagraithe ag:** Patrick O’Leary thar ceann Scoil na Ceimice
- LGBTI sa Churaclam Leighis Fochéime**  
Forbróidh an tionscadal modúl staidéir speisialta 12 sheachtain ar shláinte LGBTI. Beifear in ann an modúl a chur ar fáil sa churaclam leighis fochéime chun ligean do mhic léinn leighis sa timthriall deiridh na hinniúlachtaí atá riachtanach chun déileáil le grúpaí mionlaigh a bhaint amach.  
**Maoinithe:** €625  
**Eagraithe ag:** Sinead Lydon, Chris Noone, Dara Byrne, Scoil an Leighis & Scoil na Síceolaíochta
- An Ciste “T”**  
Tá sé mar aidhm ag an tionscadal seo cur leis an obair chun cearta agus folláine na mac léinn trasinsneach a chur chun cinn trí chiste a bhunú chun aghaidh a thabhairt ar an ualach airgeadais breise a d’fhéadfadh a bheith ar mhic léinn trasinsneacha agus neamhdhénártha trí ábhar riachtanach ar nós éadaí agus ceanglóirí a sholáthar.  
**Maoinithe:** €600  
**Eagraithe ag:** GiGSoc
- Ag Tacú leis an Éagsúlacht i Scríbhneoireacht Acadúil**  
Tabharfaidh teagascóirí ó Ollscoil Haváí sraith láithreoireachtaí idirghníomhacha do rannpháirtithe trí nasc físe chun aird a tharraingt ar dhúshlán reatha maidir le cuimsitheacht i gcur chuige agus cleachtais i dteagasc agus i dtáirgeadh scríbhneoireachta a chur in iúl.  
**Maoinithe:** €350  
**Eagraithe ag:** Irina Ruppó, an tIonad Scríbhneoireachta Acadúla
- Ceardlann Rochtana ar Altranais**  
Chun Lá Eitneachta an Lucht Siúil a cheiliúradh an 1 Márta 2019, reáchtáladh ceardlann chun príomhchoincheapa an altranais a chur i láthair i gcomhthéacs na hÉireann, an gá atá le héagsúlacht sa ghairm altranais a léiriú, cur síos a dhéanamh ar na bealaí isteach san altranais atá ar fáil do mhic léinn ionchasacha, agus na tacaíochtaí atá ar fáil a leagan amach.  
**Maoinithe:** €700  
**Eagraithe ag:** Owen Ward, i gcomhar leis an Oifig Rochtana
- Lá Feasachta Míchumais**  
Cuideoidh an ócáid don lá feasachta Míchumais le héascú a dhéanamh ar an idirghníomhaíocht shóisialta idir mic léinn, an fhoireann agus an pobal chun béim a chur ar an éagsúlacht agus an gá atá le cuimsiú cuí daoine a bhfuil cumais agus riochtaí leighis éagsúla acu a chuimsiú.  
**Maoinithe:** €1,000  
**Eagraithe ag:** Eliona Gjeczaj, Cumann IMPACTE
- OÉ Gaillimh mar Champas a Oireann don Chumarsáid: Hear Me!**  
Féachann an tionscadal seo le modúl Oiliúna Feasachta Cumarsáide - Hear Me! - a chur ar fáil don fhoireann sna bialanna agus sna caiféanna ar an gcampas chun líon na gcomhaltaí foirne oilte a mhéadú. Trí líon na gcomhaltaí foirne oilte a mhéadú is féidir leis an mbialann/caifé páirt a ghlacadh ansin i bpróiseas deimhniúcháin Hear Me!.  
**Maoinithe:** €990  
**Eagraithe ag:** Clare Carroll, Libby Kinneen, Ita Cunningham, Kate Healy, Eadaoin Dolan, Teiripe Urlabhra agus Theanga
- Ag ceiliúradh Herstory in OÉ Gaillimh**  
Tabharfaidh an tionscadal seo Herstory go OÉ Gaillimh, thart ar Nollaig na mBan go luath i mí Eanáir 2020. Is é príomhaidhm an tionscadail seo feasacht a mhéadú agus ceiliúradh a dhéanamh ar na mná iontacha a bhain céim amach in OÉ Gaillimh ó bunaíodh é.  
**Maoinithe:** €950  
**Eagraithe ag:** Mary McGill, i gcomhar le Líonra na mBan agus FemSoc
- Cuimsiú Sóisialta agus Rannpháirtíocht Phoiblí san Eolaíocht**  
Cuirfidh saineolaí cumarsáide eolaíoch oiliúint ar conas gníomhaíochtaí rannpháirtíochta poiblí san eolaíocht a phleanáil, a reáchtáil agus a sheachadadh atá dírithe ar leanaí ó chúlfraí faoi mhíbhuntáiste socheachnamaíoch (lena n-áirítear leanaí ó chúlfraí imirceacha/dídeanaithe nó ó phobal an lucht siúil).  
**Maoinithe:** €990  
**Eagraithe ag:** Muriel Grenon, Taiscéalaithe na gCeall, i gcomhar leis an Ollscoil Tearmainn agus Cúram
- Cuairt ar an gcampas do mhic léinn ionchasacha ón Lucht Siúil**  
Tabharfar cuireadh do bhaill den Lucht Siúil chun dul isteach i Scoil an Ghnó &



na hEacnamaíochta le cloisteáil faoi na bealaí iontrála éagsúla chuig OÉ Gaillimh, na tacaíochtaí atá ar fáil do mhic léinn neamhthraidisiúnta agus blaiseadh a fháil den saol ar an gcampus.

**Maoinithe:** €600

**Eagraithe ag:** Mary Cosgrove thar ceann Choiste Comhionannais agus Éagsúlachta Scoil Ghnó agus Eacnamaíochta Cairnes

- **Tionscadal Píolótach i nDearadh Uilíoch sa Teagasc & Foghlaim**

Beidh duine as CELT rannpháirteach sa tionscadal chun creidiúnú a thabhairt don fhoireann tríd an suaitheantas digiteach ar líne i nDearadh Uilíoch sa Teagasc & Foghlaim chun cur le cumas na foirne timpeallacht foghlama chuimsitheach a sholáthar.

**Maoinithe:** €1,000

**Eagraithe ag:** Shivaun Quinlivan, Lucy-Ann Buckley, Sharon Flynn

- **InnovateHER - Medtech**

Is tionscnamh LaunchPad é an clár InnovateHER a thosaigh in 2017. Leathnóidh an togra seo an clár le sraith amháin ag díriú ar mhná sa Teicneolaíocht Leighis - ag cuimsiú ceithre ócáid a léiríonn fiontrairthe ban agus a chruthaíonn líonra nua nuálaithe ban i nGaillimh.

**Maoinithe:** €750

**Eagraithe ag:** Ena Brophy thar ceann an chlár InnovateHER 2018/19

- **Déanaimis Ceiliúradh ar an Ilchultúrachas!**

Cuirfidh an DSI clár imeachtaí míosa ar síúl ar an téama 'Déanaimis Ceiliúradh ar an Ilchultúrachas!' i mí an Mhárta ina mbeidh: Cainteanna seachtainiúla ag am lóin, oícheanta cluichí boird seachtainiúla, lá taighde oscailte, ceardlann códaithe in-tí, turas sóisialta do chomhaltaí DSI, léarscáil bhalla den domhan do DSI, craobhchomórtas ilchultúrachais, agus físeáin léirithe a chuireann éagsúlacht chultúrtha chun cinn.

**Maoinithe:** €990

**Eagraithe ag:** Brendan Smith thar ceann an choiste stiúrtha Ilchultúrtha, DSI



# 12. DUL CHUN CINN MAIDIR LEIS AN OLLSCOIL TEARMAINN

Le tacaíocht ón Tionscnamh Eolais Pobail, an Oifig Rochtana, agus Oifig an Leas-Uachtaráin do Chomhionannas agus Éagsúlacht, tá an dara bliain ghníomhach agus rathúil curtha isteach ag coiste stiúrtha na hOllscoile Tearmainn. Tá obair ar siúl chun cláir agus tionscnaimh a fhorbairt a thacóidh le OÉ Gaillimh a ainmniú mar Ollscoil Tearmainn.

Reáchtáladh roinnt tionscnamh i rith 2018/19, lena n-áirítear; uaireanta teagaisc maoinithe d'Iarratasóir ar Chosaint Idirnáisiúnta i mbun na Bitheolaíochta san Ardeistiméireacht; imeacht Phróiseas na hImlirce agus an Tearmainn an 13 Meitheamh 2018 ag a raibh na haoichainteoirí an Dr Kathy Reilly (OÉ Gaillimh), Suzanne McKane (Tionscadal Droichid GCP), agus Jacqueline Phiri (mac léinn OÉ Gaillimh); cúrsa coicise Béarla a reáchtáil d'Iarratasóirí ar Chosaint Idirnáisiúnta a bhfuil cónaí orthu in Ionaid Soláthair Dhírigh áitiúla; agus imeacht ar Bhacainní Éagsúlachta i gCóras Oideachais na hÉireann an 30 Samhain 2018 ag a raibh na cainteoirí an Dr Elaine Keane (OÉ Gaillimh), Catherine Cooney (GRET), agus Owen Ward (mac léinn OÉ Gaillimh).

Trí chomhoibriú leis an Leas-Uachtarán d'Eispéireas na Mac Léinn agus leis an Leas-Uachtarán do Chomhionannas agus Éagsúlacht, leathnaíodh critéir na Scoláireachtaí Céad Bliain Cuimsitheachta freisin, agus dá bharr sin bronnadh trí scoláireacht fochéime don bhliain acadúil 2018/19. Trí chlár Stipinní 1916, fuair iarratasóirí rathúla liúntais d'ábhair oideachais chomh maith. Chomhoibrigh an Ollscoil Tearmainn freisin le hAcadamh na hÓige agus le Gluaiseacht Lucht Siúil na Gaillimhe (GTM) chun cúig áit in áisce ar Acadamh na hÓige a chur ar fáil do pháistí den Lucht Siúil idir 8-11 bhliain d'aois i Meán Fómhair 2018.

De réir mar a leanann an turas agus an obair ar aghaidh, tá sé beartaithe ag an gcoiste iarratas a dhéanamh ar stádas Ollscoile Tearmainn OÉ Gaillimh faoi dheireadh na bliana acadúla 2018/19.



C-D Jackie Phiri, Suzanne McKane, agus an Dr Kathy Reilly ag an ócáid Phróiseas na hImlirce agus an Tearmainn.





# 13. AN TEOLAS IS DEIREANAÍ MAIDIR LE HOILIÚINT & POLASAÍ EDI

## Clár Oiliúna

Tacaíonn an OVPED le tionscnaimh oiliúna agus forbartha éagsúla a chabhraíonn le feasacht a mhéadú agus le tacaíochtaí a sholáthar thar raon ceisteanna comhionannais agus éagsúlachta.

1. Tá Oiliúint Bhliantúil ar Chlaontacht Neamh-chomhfhiosach éigeantach do gach comhalta d'fhoirne Bainistíochta Acadúla agus na hOllscoile, do Chinn Scoile, do Chathaoirligh na gcoistí, do chomhaltaí na mbord/na bpainéal agallaimh agus do chinnteoirí sinsearach eile ó 2015 i leith. Ní mór go mbeadh an chéad oiliúint a dhéanann comhalta foirne sa chlaontacht neamh-chomhfhiosach ar siúl os comhair duine eile ar feadh leathlae ar a laghad. Go dtí seo d'fhreastail 405 comhalta foirne ar na seisiúin oiliúna seo.

D'fhreastail gach comhalta den UMT ar athoiliúint sa chlaontacht neamh-chomhfhiosach leis an Dr Pete Jones, Síceolaithe Cairte Gairmiúla Shire, i mí na Samhna 2018.

Tá athoiliúint bhliantúil sa chlaontacht neamh-chomhfhiosach ar fáil trí mhodúl ar líne. Tá an modúl ar líne oiriúnach freisin do chomhghleacaithe seachtracha a d'fhéadfadh gníomhú ar phainéal agallaimh agus ardaíthe céime. Féadfaidh an fhoireann go léir oiliúint sa chlaontacht neamh-chomhfhiosach a dhéanamh ar líne.

In 2018, thug OVPED isteach Oiliúint "Lón & Foghlaim" i gClaontacht Neamh-chomhfhiosach. Tá an seisiún 45 nóiméad seo leagtha amach chun tuiscint ghinearálta a thabhairt do gach comhalta foirne ar an tábhacht go dtuigimid ár gcuid claontachtaí féin, agus go gcabhraíonn tuiscint a fháil ar thionchar na claontachta neamh-chomhfhiosaí ar idirghníomhaíochtaí agus ar chinntí laethúla. Moltar do gach comhalta foirne freastal ar sheisiún tosaigh. Déan teagmháil leis an OVPED más mian leat seisiún "Lón & Foghlaim" a réachtáil i do Scoil, Aonad, nó Ionad Taighde.

2. Tá an Clár LEAD (Comhionannas Maireachtála agus Éagsúlachta), acmhainn ríomhfhoghlama ar líne a d'fhorbair Líonra Comhionannais IUA, ar fáil in OÉ Gaillimh ó 2013 i leith ag <http://www.leadequalitynetwork.com>. Forbraíodh LEAD ar dtús le tacaíocht ón Údarás Comhionannais agus ón Aonad Príomhshruthaithe Comhionannais a bhíodh ann. Le déanaí sheol Líonra Comhionannais IUA iarratas ar thairiscintí le haghaidh athfhorbairt iomlán a dhéanamh ar an gclár LEAD atá ann cheana, mar chuid de chur chuige cumaiscthe chun rannpháirtíocht foirne príomhshrutha a ghiniúint le ceisteanna comhionannais, éagsúlachta, cuimsitheachta agus chearta an duine. Táimid ag súil go mór le clár nua in 2020!
3. Cuireadh tús le Ceardlanna Ramp-up (i ndiaidh saoire mháithreachais) i mí Feabhra 2017 agus go dtí seo tá an clár déanta ag 25 comhalta

foirne. Is é aidhm na ceardlainne seo tacaíocht a thabhairt d'fhostaithe nuair a fhilleann siad ó shaoire mháithreachais agus traenáil a thabhairt ar an mbealach is fearr chun an chothromaíocht oibre/saoil a bhaint amach. Tá an t-aiseolas an-dearfach i gcónaí.

4. Tá Oiliúint Breithnithe Gearán Comhdheiseanna ar fáil do gach Ceann Scoile, Disciplín agus Aonaid a bhfuil freagracht ar leith orthu as an bPolasaí Comhdheiseanna a chur i bhfeidhm agus d'fhéadfadh sé go mbeadh orthu gearán faoi idirdhealú a fhiosrú agus/nó féadfar é/í a cheapadh ar Phainéal Gearán chun gearán faoi idirdhealú a éisteacht agus cinneadh a dhéanamh air. Ní mór do gach comhalta foirne atá freagrach as gearán idirdhealaithe a éisteacht oiliúint chuí chomhionannais a dhéanamh. Rinne scór comhalta foirne an oiliúint seo sa bhliain acadúil 2018/19.
5. Cuireadh tús le seisiúin eolais A Bheith i do Chara LGBT+ i gcomhar le Clár Chara LGBT+ OÉ Gaillimh. Réachtáiltear an seisiún seo i gcomhar leis an Líonra Foirne LGBT+, le Comhaltas na Mac Léinn, agus le GiGSoc chun deis a thabhairt do chomhaltaí foirne níos mó a fhoghlaim, eolas a chur ar théarmaíocht agus ar pholasaí, nasc a sholáthar leis na hacmhainní cearta ar an gcampas, agus a bheith muiníneach as tacú lena gcomhghleacaithe agus le mic léinn LGBT+. Tá 54 comhalta foirne cláraithe faoi láthair mar Chairde LGBT+ ar an gcampas.
6. Cuireadh tús le scéim phiólótach Understand le Chéile - Oiliúint Feasachta Uathachais in 2018/19. Chuir Cumann na Mac Léinn Enactus seisiún oiliúna ar fáil do 14 comhalta foirne ar Lá Feasachta Uathachais 2019.
7. Is clár forbartha do mhná amháin é an Clár Forbartha Ceannaireachta Aurora a réachtáilann Advance HE chun tacú le ceannairí ban ionchasacha. Feidhmíonn Aurora i gcomhpháirtíocht le hollscoileanna agus le hInstitiúidí Ardoideachais. Tá OÉ Gaillimh tiomanta do mheantóirí agus eiseamláirí a sholáthar chomh maith le rannpháirtithe ionas go n-aithneofar saincheisteanna agus dúshláin maidir le dul chun cinn ceannaireachta na mban níos forleithne ar fud na hOllscoile. Ó 2015, thacaigh an Ollscoil le 76 bean páirt a ghlacadh sa chlár Aurora.

## Forbairt Polasaithe

Tá dul chun cinn suntasach déanta ag OVPED, i gcomhar le hAcmhainní Daonna, Seirbhísí do Mhic Léinn, Comhaltas na Mac Léinn agus comhghleacaithe eile, maidir le polasaithe nua a fhorbairt agus polasaithe atá ann cheana a nuashonrú le linn na bliana acadúla 2018/19. Tá na polasaithe nua seo a leanas go háirithe tugtha chun críche;

Tugadh **Polasaí Féiniúlachta Inscne & Léirithe Inscne** chun críche agus tá sé i bhfeidhm ó Mheán Fómhair 2018. Leagtar amach sa pholasaí seo

tiomantas OÉ Gaillimh féiniúlacht inscne agus léiriú inscne a aithint agus a thacú ionas go mbeidh timpeallacht dhearfach agus ghlacthach ag gach ball de phobal na hollscoile ina gcaitear le gach ball le dínit agus le meas. Míníonn an polasaí seo an tacaíocht a thabharfar do dhaoine trasinscneacha, idirghnéasacha, agus dóibh siúd nach n-aithníonn catagóirí inscne dénártha.

Féachann an **Polasaí ar Thacaíochtaí do Mhic Léinn le Toircheas, Máithreachas agus Atharthacht** le gach mac léinn tacaíocht agus iarchéime a chur ar an eolas faoi na tacaíochtaí atá ar fáil dóibh le linn toirchis, máithreachais agus atharthachta, chun a chinntiú nach mbíonn tionchar diúltach ag toircheas ar a dtaithe acadúil agus chun cur ar chumas na mac léinn roghanna eolasacha a dhéanamh. Tugann sé mionsonraí ar ról agus ar fhreagrachtaí na foirne acadúla agus tacaíochta maidir le comhairle a thabhairt agus freagairt do riachtanais na mac léinn atá torrach agus na mac léinn atá ina dtuismitheoirí.

Tá **Treoir Foirne ar Mhíchumas san Ionad Oibre** curtha ar fáil le tacú le comhaltaí foirne atá faoi mhíchumas ionas gur féidir leo fanacht san ionad oibre agus rochtain a fháil ar aon choigeartuithe nó socrúithe a d'fhéadfadh a bheith de dhíth orthu. Cuidíonn an treoir go háirithe le próiseas a sholáthar chun socrúithe réasúnta a éileamh agus eolas a bhaineann le nochtadh míchumais a sholáthar.

Chuir coiste, ar a raibh an Rúnaí Acadúil, na Leas-Déin Teagaisc agus Foghlama, ionadaithe ó Oifig na Scrúduithe, agus ionadaithe ó Sheirbhísí Tacaíochta Míchumais, **Polasaí Measúnaithe Malartaí** le chéile chun treoir a chur ar fáil do gach aonad cuí in OÉ Gaillimh maidir le cineálacha measúnaithe malartacha mar fhreastal réasúnach do roinnt mac léinn faoi mhíchumas. Cuirfear an dréacht deiridh den Pholasaí Measúnaithe Malartaí faoi bhráid chruinniú na Comhairle Acadúla i mí an Mheithimh agus beidh sé i bhfeidhm don bhliain acadúil 2019/20. Rinneadh athbhreithniú agus nuashonrú ar an **Polasaí Comhdheiseanna** agus ar nós imeachta i gcás gearáin de réir dea-chleachtais agus reachtaíochta chomhionannais in 2018. Léiríonn an polasaí an rún daingean atá ag OÉ Gaillimh deireadh a chur le cleachtais mhíchóra agus leatromacha, idir dhíreach agus indíreach, agus é mar aidhm aici a chinntiú go bhfuil coincheapa na héagsúlachta agus an chomhionannais deiseanna ina ndlúthchuid dá cuid luachanna agus dá cuspóirí. Leathnaíodh an nós imeachta maidir le gearáin chun mic léinn a chur san áireamh.

## Spotsolas: Tionscadal Monatóireachta agus Meastóireachta Deontais

### Deontas Taighde do Chúramóirí Acadúla atá ag Filleadh (RAC) agus Deontas Taighde Athena SWAN chun Acmhainn a Fhorbairt do Léachtóirí Lár-Ghairme (ASCB)

(Bunaithe ar 21 agallamh duine le duine a rinneadh idir Lúnasa agus Deireadh Fómhair 2018. Is ionann an sampla agus 84% de dhaoine iomlán na ndámhachtaithe deontais in 2017 agus 2018. Tá tuairisc iomlán le fáil ar láithreán gréasáin an OVPED)

Tá an dream a fuair deontas ó cuireadh tús leis i Meán Fómhair 2016 sásta leis an Deontas Taighde do Chúramóirí Acadúla atá ag Filleadh (RAC).

Feictear é mar chéim thábhachtach i dtreo an chomhionannais, agus mar aitheantas ar na míbhuntáistí a bhíonn ag léachtóirí a fhilleann ó shaoire fhada cúramóra. Tuairiscíonn go leor daoine go bhfuil méadú tagtha ar a dtáirgiúlacht chomh maith le laghdú tagtha ar a leibhéil struis mar go mbraitheann siad go bhfuil tacaíocht á tabhairt dóibh. Moltar go háirithe solúbthacht agus pras na scéime deontais.

Measann dámhachtaithe an Deontais Acmhainne Athena Swan (ASCB), a tugadh isteach i mí an Mheithimh 2017, go bhfuil sé úsáideach agus is mór acu an deis a ngairmeacha a phleanáil agus breisoiliúint a chur orthu féin. Deir a bhformhór go bhfuil níos mó muiníne acu de bharr an deontais agus go bhfuil éifeacht iolraitheora aige. Meastar go bhfuil an deontas ASCB ábhartha chun an leatrom roimhe seo a mhaolú agus muinín sa chóras a fhorbairt. Ach tá mothú láidir ann nach bhfuil ann ach céim bheag agus go bhfuil gá le go leor eile a dhéanamh. Mheas 74% de na dámhachtaithe go raibh na deontais tábhachtach nó an-tábhachtach dá spriocanna gairme. Thug 100% le fios go molfaidís na deontais do chomhghleacaithe eile.

Thug 81% rátáil ard (idir 8 agus 10 ar scála forásach 0 go 10) do thábhacht na scéimeanna deontais do OÉ Gaillimh. Roghnaigh go leor dámhachtaithe a n-ualach teagaisc a cheannach amach chun am a chaitheamh ar thaighde. Ní raibh an rogha seo indéanta ná inmhiannaithe i gcónaí, áfach. Luaigh na dámhachtaithe go raibh sé an-deacair a bheith ag brath ar obair neamhbhuan. Tagann fadhbanna chun cinn maidir le hiarrthóirí oiriúnacha a earcú, ag cinntiú go gcomhlíontar na tascanna acadúla i gceart, nó ag aontú fiú amháin ar luach saothair cothrom ó tharla nach bhfuil riachtanais thréadacha agus chúraim caighdeánaithe. Tuairiscíodh úsáidí eile do na deontais, mar shampla cúntóirí taighde a fhostú, breisoiliúint, réamh-shonraí a tháirgeadh, earraí rochtana oscailte a mhaoiniú, imeachtaí a eagrú, freastal ar chomhdhála, agus urraíocht a dhéanamh ar thurais taighde.

### Aschuir acadúla a bhaineann leis na scéimeanna deontais:

	ASCHUIR	RAC	ASCB	IOMLÁN
<b>IMEACHTAÍ</b>	EAGRAÍOCHT	6	0	6
	RANNPHÁIRTÍOCHT	2	3	5
	LÁITHREOIREACHT	6	7	13
	AOICHAINTEANNA NÓ CAINTEOIRÍ A DTUGTAR CUIREADH DÓIBH	6	0	6
	<b>IOMLÁN: IMEACHTAÍ</b>	<b>20</b>	<b>10</b>	<b>30</b>
<b>FOILSEACHÁIN</b>	CAIBIDIL LEABHAIR PLEANÁILTE	1	0	1
	LEABHAR PLEANÁILTE	0	3	3
	ALT PLEANÁILTE	17	8	25
	ALT FOILSITHE	18	2	20
	<b>IOMLÁN: FOILSEACHÁIN</b>	<b>36</b>	<b>13</b>	<b>49</b>
IARRATAIS NUA AR DHEONTAIS	17	10	27	





# 14. SPRIOCANNA EDI DO 2019/20

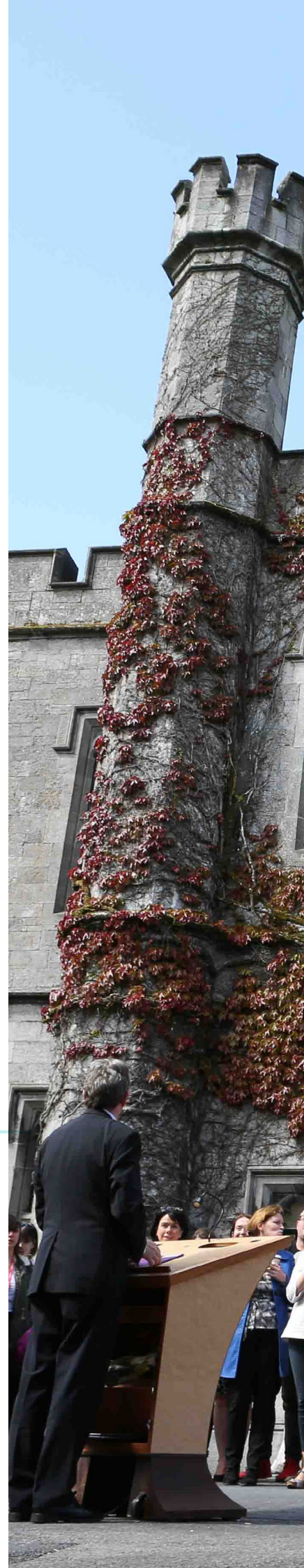
Cuireadh treoircháipéis agus foirm maidir le Measúnacht Tionchair Comhionannais (EIA) le chéile le linn na bliana acadúla 2018/19. Tá sé i gceist EIA a thriail mar chuid lárnach de pholasaithe nua a fhorbairt, agus polasaithe a athbhreithniú mar chuid den ghnáth-thimthriall athbhreithnithe le linn na bliana acadúla 2019/20.

Tosóidh an obair i samhradh 2019 ar Straitéis EDI a fhorbairt mar chuid de Phlean Straitéiseach nua OÉ Gaillimh. Rachaidh sé seo i gcomhair comhairliúcháin agus ionchuir i rith Sheimeastar 1 2019/20, ag brath ar an bplean straitéiseach institiúideach a bheith forbartha. Táthar ag súil go mbeidh an straitéis EDI réidh le faomhadh i dtreo dheireadh na bliana acadúla 2019/20.

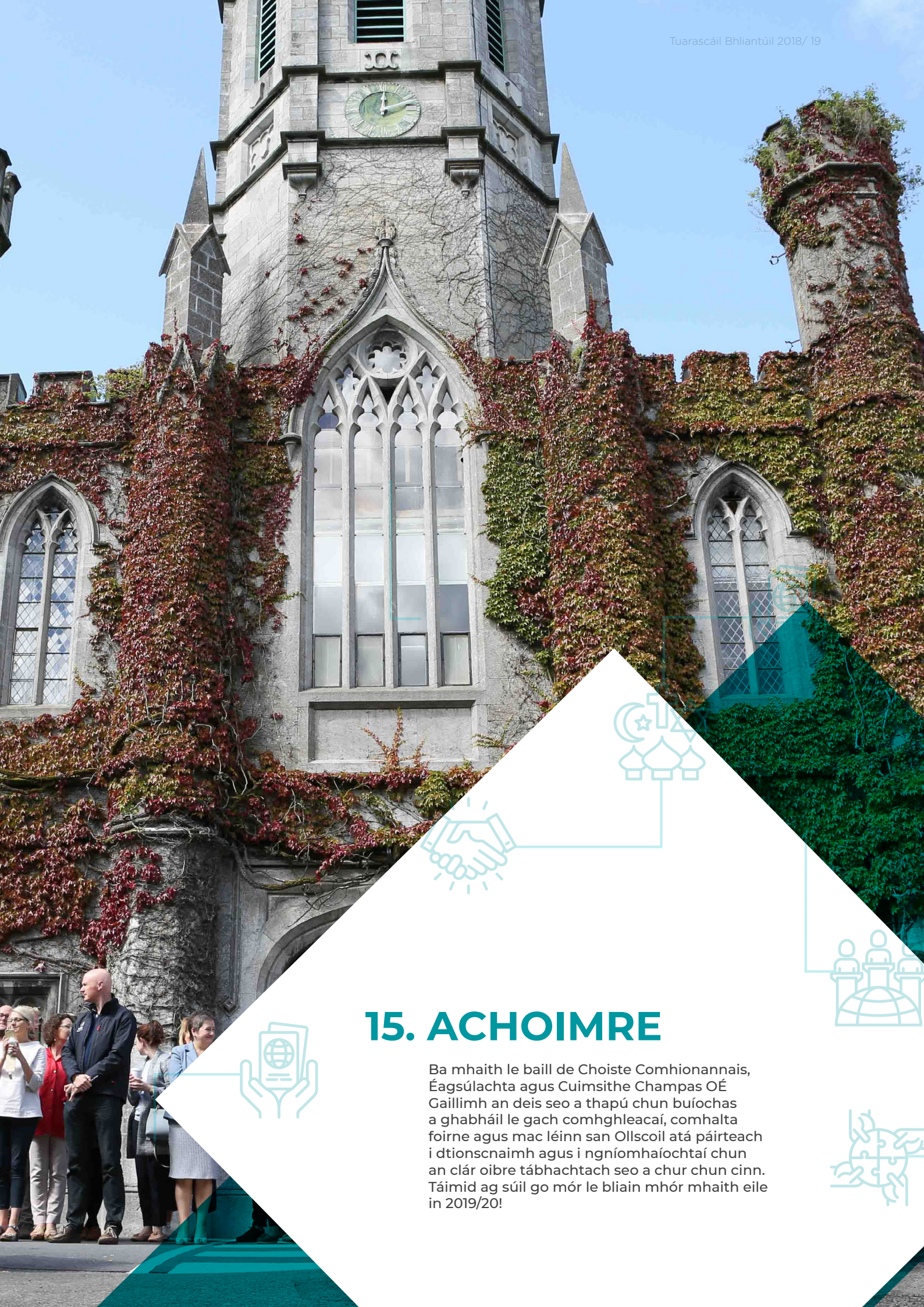
Scrúdaigh an OVPED tionscadal chun go mbeidh an Ollscoil in ann sonraí a bhailiú ar na naoi saintréith chomhionannais faoi chosaint chun bonn fianaise a chur faoi ghníomhaíochtaí, polasaithe agus cleachtas agus chun tagarmharcáil a úsáid chun bearnaí i bhfeidhmíocht a shainaithint, chun cur chuige nua feabhsúcháin a lorg, agus chun dea-chleachtas a ghlacadh. Beidh an tionscadal chun sonraí a bhailiú faoi thréithe éagsúlachta réidh i Seimeastar 2 den bhliain acadúil 2019/20 agus cuideoidh sé linn tuiscint níos fearr a fhorbairt ar ár bhfoireann agus ár mic léinn agus ar na constaicí a d'fhéadfadh a bheith rompu.

Aidhmeanna agus Spriocanna na gClár Oibre:

- Comhionannas Inscne:**  
Cur i bhfeidhm GEAP (2) 2019-2020.  
Ag freagairt do dheiseanna seachtracha (SALI, Toiliú).  
Ceithre iarratas scoile Athena SWAN le haghaidh 2019/20.  
Tús a chur le cur i bhfeidhm mholtaí an Chreata náisiúnta maidir le Toiliú san Ardoideachas, Slán, Measúil, Tacúil agus Dearfach: Ag cur Deireadh le Foréigean agus Ciapadh Gnéasach in Institiúidí Ardoideachais na hÉireann.
- Míchumas:**  
Polasaí Uileghabhálach do Fhreastal Réasúnta a thabhairt chun críche do mhic léinn lena n-áirítear Polasaí Measúnaithe Malartach.  
Foilsíú Treoir Foirne ar Míchumas san Ionad Oibre.
- Éagsúlacht Chultúrtha:**  
Tacú le Lónra Foirne Idirnáisiúnta a bhunú.  
Próifíl chultúrtha/eitneach na foirne agus na mac léinn a fhorbairt.  
Tacaíochtaí úsáideacha atá ar fáil/a theastaíonn a aithint chun cabhrú le cuimsiú.  
Nasc le forbairtí nua san Oifig Idirnáisiúnta.
- Rochtain ar an Ardoideachas:**  
An sruth oibre maidir le Rochtain ar Ardoideachas a fhorbairt agus a scrúdú.  
Smaoinigh ar chur chuige uile-institiúide chun rannpháirtíocht a leabú agus a phríomhshruthú.







## 15. ACHOIMRE

Ba mhaith le baill de Choiste Comhionannais, Éagsúlachta agus Cuimsithe Champas OÉ Gaillimh an deis seo a thapú chun buíochas a ghabháil le gach comhghleacaí, comhalta foirne agus mac léinn san Ollscoil atá páirteach i dtionscnaimh agus i ngníomhaíochtaí chun an clár oibre tábhachtach seo a chur chun cinn. Táimid ag súil go mór le bliain mhór mhaith eile in 2019/20!





NUI Galway  
OÉ Gaillimh

# COMHIONANNAS, ÉAGSÚLACHT & CUIMSIÚ

TUARASCÁIL BHLIANTÚIL  
2018/19