



NUI Galway  
OÉ Gaillimh

# Equality, Diversity and Inclusion

Annual Report 2016-2017





⌘ QUADRANGLE BUILDING, NUI GALWAY

# Contents

Foreword	1
Introduction	2
Legislative Context	6
University Equality, Diversity and Inclusion Structure	7
Equality, Diversity Campus Committee	8
Equality, Diversity and Inclusion Projects Funding	14
Equality, Diversity and Inclusion Events and Engagement	15
New Website for the Office of the Vice President for Equality & Diversity	17
External Engagement	18
Summary	19
Equality, Diversity and Inclusion Priorities for 2017-2018	20
Appendix 1	21

# Foreword

As Vice President for Equality and Diversity, and Chair of the Equality and Diversity Campus Committee, I am delighted to present this first annual report on equality and diversity at NUI Galway. It is the intention that a report on Equality, Diversity and Inclusion in NUI Galway will be produced annually.

In Vision 2020, the University's current strategic plan, we the university community expressed the strategic aim of being a university that provides a fair, supportive and encouraging working environment with which students and staff engage responsibly: "working together as a confident team, valuing excellence, partnership, commitment, professional development and leadership. A key priority over the coming years will be to advance an agenda of achieving gender equality in NUI Galway."

This first annual report provides evidence that the University is taking this strategic aim seriously. As portrayed in the pages of this report we, the NUI Galway community, are moving ahead to ensure that not only matters of gender equality but also other forms of equality, diversity and inclusion are a live and active part of our agenda right across our institution.

I would like to take this opportunity to thank all colleagues, staff and students, across the University who are engaged in initiatives and activities to foster and further the equality, diversity and inclusion agenda in our community. In particular I would like to thank Aoife Cooke, Head of Equal Opportunities and my colleagues on the Equality and Diversity Campus Committee for their unstinting commitment and work over the past academic year.

Through this annual report I am delighted to share some insights into the work of the Equality and Diversity Campus Committee and into the various activities and groups working on this important agenda throughout our University.



**Professor Anne Scott**

Vice President for Equality and Diversity, NUI Galway

# Introduction

NUI Galway is a vibrant and increasingly diverse community with over 2,116 staff and 18,212 students, coming from a broad range of backgrounds and experience. We have 3,516 international students (19.3% of the student body) coming from 119 countries across the globe. With 427 members of staff coming from 55 countries, approximately 20% of our staff group are not of Irish origin. This diverse student and staff group bring enormous riches to both NUI Galway and our local community and region.

## Staff Profile: International & National

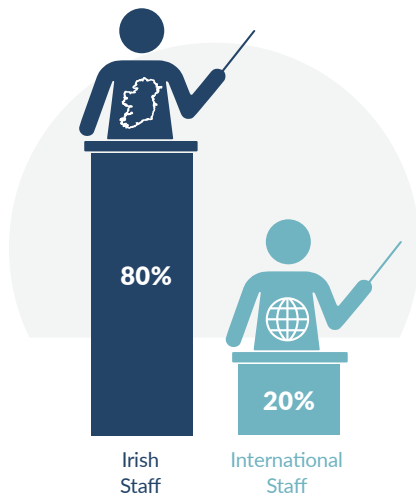


Fig 1: Staff Profile NUI Galway 2016/17

## Student Profile: International & National

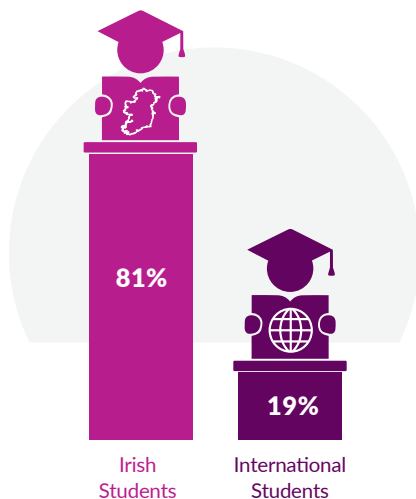


Fig 2: Student Profile NUI Galway 2016/17







STUDENTS ENJOYING THE SUMMER SUNSHINE AT NUI GALWAY



NUI Galway was founded in 1845 as Queen’s College Galway, and is ranked among the top 1% of universities worldwide for the quality of our teaching and research. The University has 5 colleges, 17 schools and over 60 academic disciplines.

We are a research-led university with a direct research income of €52.6 million (2015/16). NUI Galway has five priority research areas; Applied Social Sciences and Public Policy; Biomedical Science and Engineering; Environment, Marine and Energy; Humanities in Context; and Informatics, Data Analytics, Physical and Computational Sciences.

### Staff by Gender

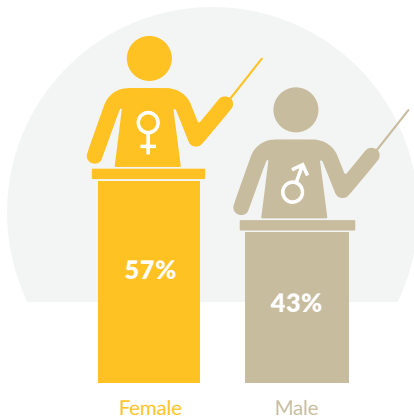


Fig 3: Staff Profile by Gender, NUI Galway 2016/17

### Students (UG & PG) by Gender

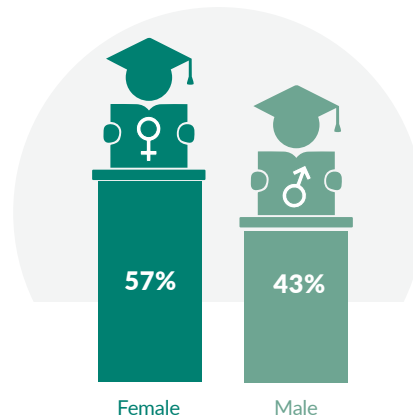


Fig 4: Students (UG & PG) Profile by Gender, NUI Galway 2016/17

### Staff by Age

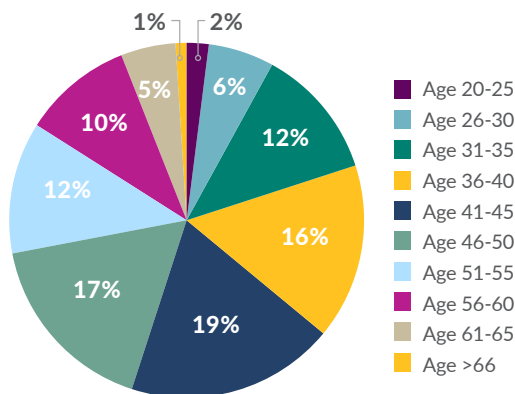


Fig 5: Staff Profile by Age, NUI Galway 2016/17

Overall, 57% of both the student (UG and PG) and staff (all categories) body is female.

Also of interest from a variety of perspectives including staff development and succession planning is the age profile of the NUI Galway staff body.

Figure 5 shows that 52% of all staff are aged between 36 and 50 years with 20% being 35 years or younger. 28% of all staff are ≥ 51 years.



The university has a unique commitment to the Irish language and plays a lead role nationally in providing courses through Irish.



⌘ THE LAUNCH OF TG4 FOGHLAIM ON CAMPUS – THIS WAS A COLLABORATION BETWEEN ACADAMH NA HOLLSCOLAÍOCHTA GAÉILE AND TG4.

NUI Galway offers over 60 undergraduate degrees, 585 postgraduate programmes and a wide range of part-time diplomas and degrees across its five Colleges, listed below.

## COLLEGES

1. College of Engineering and Informatics (CoEI)
2. College of Medicine, Nursing and Health Sciences (CMNHS)
3. College of Science (CoS)
4. College of Arts, Social Science, and Celtic Studies (CASSCS)
5. College of Business, Public Policy and Law (CBPPL)



# Legislative Context

The legislative framework which governs equality, diversity and inclusion is comprised of a number of Acts of the Oireachtas.

The Employment Equality Acts 1998-2015 prohibits discrimination on a wide range of employment related areas including recruitment, promotion, training, and salary under the nine grounds: age, race, gender, disability, civil status, family status, sexual orientation, religion, and membership of the travelling community.

The Equal Status Acts 2000-2015, prohibits discrimination in the provision of goods and services, the provision of accommodation, and access to education under the nine grounds.

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. NUI Galway reported meeting the target of 3% staff with disabilities for 2016. Five hundred and nine staff responded to our annual disability monitoring census survey, 48 of whom disclosed a disability. A further 22 staff members are currently absent on leave or working reduced hours as an accommodation related to a disability disclosure.

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. The University is required to produce an annual report that is accessible to the public which includes details of developments and initiatives in line with the Public Sector duty.

NUI Galway, as part of our strategic plan Vision 2020, expresses a core strategic aim to be a university that provides a fair, supportive and encouraging working environment with which students and staff engage responsibly: “working together as a confident team, valuing excellence, partnership, commitment, professional development and leadership” (Vision 2020 – strategic plan 2015-2020, p. 38). Therefore while the University aims to be compliant with the relevant legislation it also desires to go well beyond compliance and become a leader in the sector in terms of equality, diversity and inclusion.



# University Equality, Diversity and Inclusion Structure



Fig 6: Equality, Diversity and Inclusion Governance Structure, NUI Galway

In October 2016, in line with the recommendation of the NUI Galway Gender Equality Task Force, the University Management Team (UMT) approved the Terms of Reference for the establishment of the Equality and Diversity Campus Committee (EDCC). This committee is composed of members from across the University who are senior decision makers with responsibilities for major units, schools, colleges and leadership across NUI Galway, including significant involvement from the Students Union. The EDCC reports to both UMT and to Údarás na hOllscoile, via a committee of an tÚdarás. Údarás na hOllscoile approved the Terms of Reference of the EDCC on November 1st 2016. The Equality, Diversity and Inclusion Committee (EDIC) of Údarás na hOllscoile has now also been established and met for the first time in June 2017. Membership of both the EDCC and EDIC can be found in Appendix 1.

# Equality, Diversity Campus Committee

The EDCC has met on three occasions this academic year and has scoped a programme of work comprising the following work streams, activities and working groups:

1. Gender Equality – Athena Swan
2. Equality, Diversity and Inclusion Training and Development
3. LGBT
4. Disability
5. Internationalising NUI Galway
6. Access
7. Diversity Monitoring

MEMBERS OF THE EQUALITY AND DIVERSITY CAMPUS COMMITTEE 2016-2017.  
MR JOHN HANNON, MR JOHN COX, PROF DONAL LEECH, PROF PÓL Ó DOCHAR-  
TAIGH, MS CARMEL MALONE, PROF JOHN MCHALE, MR JOHN GILL, MR JIMMY  
MCGOVERN, PROF LUCY BYRNES, MS ANNA CUNNINGHAM, MS CAROLINE  
LOUGHNANE, PROF ANNE SCOTT, MS AOIFE COOKE, DR NATA DUVVURY, MS MEG-  
AN REILLY AND PROF BRIAN HUGHES. MISSING FROM THE PHOTO ARE DR PAT  
MORGAN, PROF ANDY SHEARER, PROF LOKESH JOSHI AND DR TOM ACTON.







⌘ THE ATHENA SWAN SELF-ASSESSMENT TEAM (SAT)

## 1. Gender Equality - Athena Swan

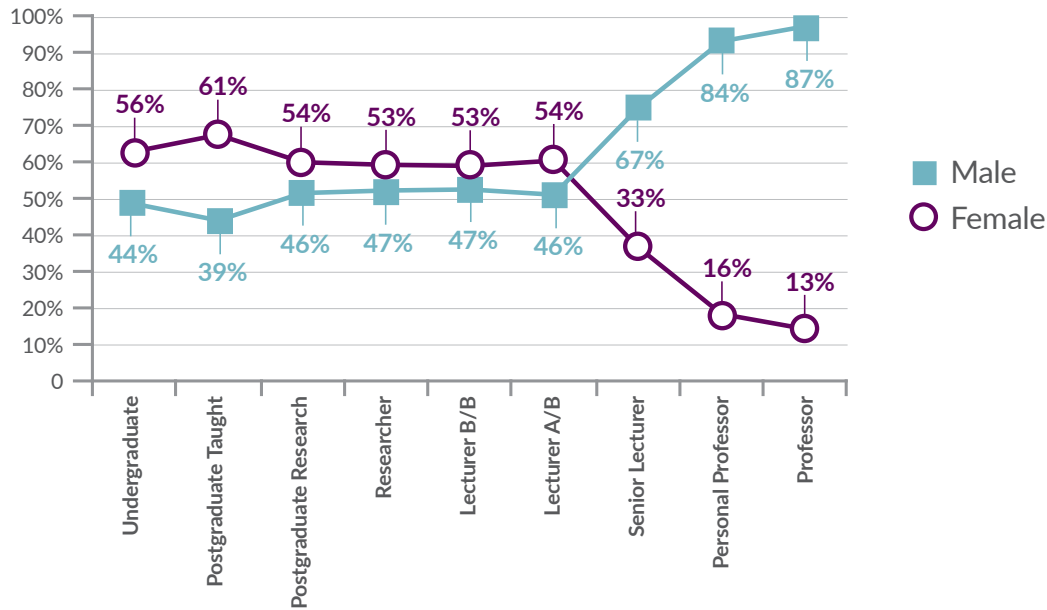
NUI Galway submitted an institutional application for Athena Swan Bronze accreditation on April 28th 2017. We are delighted that our colleagues in the College of Engineering and Informatics have also submitted a departmental bronze application in April 2017. Members of the institutional Self-Assessment Team (SAT) are supporting colleagues in the School of Medicine who plan to submit a bronze level application in November 2017 and colleagues in the School of Physics who are working towards an Athena Swan Silver application following sustained engagement with Project Juno, Institute of Physics .

Our Athena Swan application and action plan builds on the Gender Equality Action Plan (GEAP) which was approved by UMT in October 2016 and by Údarás na hOllscoile on November 1st 2016. The GEAP integrates the recommendations of both the NUI Galway Gender Equality Task Force and those of the HEA Review of Gender Equality in Irish Higher Education Institutions (June 2016). It identifies sets of actions, lead responsibilities and time lines for the implementation of the various actions. The GEAP is updated by the VPED on a two monthly basis and uploaded to the gender equality website: [www.nuigalway.ie/genderequality](http://www.nuigalway.ie/genderequality)





Fig 7: Academic Career Pipeline (all academic staff) 2016



NUI Galway has been very successful at achieving a good gender balance along the “pipeline” from postgraduate research to the academic lecturer grades. One of the important issues that both our Athena Swan initiative and the GEAP are addressing is the low number of women in senior grades and positions across the University. We recognise that there is significant work to do on this matter and a number of initiatives are being put in place to continue to support the promotion of women in the University.

An External Advisory Group on Gender Equality (EAG), was established as part of the GEAP in late 2016. The first meeting was held in NUI Galway on March 28th 2017. The internationally renowned members of the EAG are as follows:

#### **Prof Jane Grimson**

Former Vice-Provost of TCD and  
Chair of the NUI Galway Gender Equality Task Force  
<https://www.tcd.ie/research/profiles/?profile=jgrimson>

#### **Prof Yvonne Galligan**

Director of Queen’s Gender Initiative and  
Head of the School of History, Anthropology, Philosophy  
and Politics, Queen’s University Belfast  
[http://pure.qub.ac.uk/portal/en/persons/yvonne-galligan\(9160dbfb-12bc-467d-b79f-db1468cbb2c8\).html](http://pure.qub.ac.uk/portal/en/persons/yvonne-galligan(9160dbfb-12bc-467d-b79f-db1468cbb2c8).html)

#### **Prof Paul Walton**

Head of the Department of Chemistry, University of York  
and member of the Expert Group, HEA National review  
of Gender Equality in Irish HEIs  
<https://www.york.ac.uk/chemistry/staff/academic/t-z/pwalton/>

#### **Prof Tomas Brage**

Professor and Director of Education in Physics,  
Lund University  
<http://www.fysik.lu.se/english/education/staff/tomas-brage/>

A key function of the EAG is to be a source of external expertise, advice, and assurance to the OVPED, UMT and Údarás na hOllscoile with regards to the implementation of the recommendations of the Gender Equality Task Force. The EAG will also advise on new developments internationally on this important agenda and provide independent advice and guidance to the University on issues of equality, diversity and inclusion more generally. The EAG commended the University, members of the UMT and Office of the Vice President for Equality and Diversity for significant progress, over a short time period, in implementing the recommendation of the Gender Equality Task Force.

The following issues were identified by the EAG, as requiring urgent and sustained attention of the University:

- a. The need to maintain continued support at the highest level for the gender equality agenda, particularly as a new President moves into post;
- b. In order to sustain progress, it is essential to ensure that there are a number of senior and visible champions of gender equality across the University;
- c. The critical role of HR, and in particular the Director of HR, in the delivery of gender equality and the vital need for strong and sustained leadership from HR in relation to all aspects of gender equality;
- d. The need to redouble efforts in revising and implementing the University's bullying and harassment policies;
- e. The urgent requirement to progress the competency framework, which it sees as an essential pre-requisite to the developing of a promotions scheme for support staff, or if that is not feasible then a regrading scheme.

## 2. Equality, Diversity and Inclusion Training and Development

A variety of policy training and development initiatives are supported and /or initiated by the Office of the Vice President for Equality and Diversity (OVPED), including the following:

- a. **Unconscious bias training:** This training aims to raise awareness and reduce the impact of the unconscious biases that influence our judgements and decision making. To -date, approximately 345 members of university staff including all those who hold management positions have received unconscious bias training and this continues to be rolled out as interview boards are refreshed and new managers are appointed into the University.
- b. **LEAD (Living Equality and Diversity programme):** The LEAD programme is an e-learning resource which was developed by six members of the IUA Equality Network (DCU, NUIG, TCD, UCC, UCD and UL). The programme is available to all staff on [www.leadequalitynetwork.com](http://www.leadequalitynetwork.com) and is intended to give staff a general understanding of why it is important that we all play our part in supporting the University Sector's aim of providing an inclusive environment which promotes equality and values diversity and how this applies in practice to the workplace.
- c. **Aurora:** NUI Galway actively supports women to develop their leadership skills through increased participation in the Aurora programme. Aurora is a women-only leadership development programme which was created to help address the issue of the reducing number of women in senior posts in higher education. Since 2015 the University has funded 38 women from academic, research and administrative categories to participate in the Aurora programme. As part of the programme, all participants are matched with a mentor.

- d. **Ramp-Up:** Workshops have been introduced in February 2017 to enable new mothers to effectively manage their return to work after maternity or adoptive leave. It is intended that these programmes will run once per semester across the academic year. These workshops take a maximum of 15 participants per workshop. Eleven members of staff participated in the first workshop in February 2017. Feedback was unanimously positive.
- e. **Supporting Working Parents:** Simultaneously, training has been introduced for line managers to explore how managers can support parents before, during and after maternity/adoptive and paternity leave. This programme has been introduced on a pilot basis, to run over three years with two workshops offered once per semester. Forty line managers participated in the two workshops run in March 2017. Participant feedback has been very positive to date.

- f. **Involvement in policy development:** The OVPED is working with a committee led by the HR Manager for Employee Relations to review and update a suite of policies in accordance with legislation and best practice in the sector. The Staff Anti-Bullying and Harassment & Sexual Harassment policies have been prioritised with new policies coming into effect on September 1st 2017.



✧ MAY 4TH LGBT NETWORKING EVENT



### 3. LGBT

Following a successful networking event, hosted by the OVPED on March 9th, and involving colleagues from AMACH and the TCD LGBT+ network, a further networking lunch meeting was hosted on May 4th 2017. One of the outcomes from this event is a plan to hold a facilitated workshop in July 2017 with a view to forming an NUI Galway staff LGBT+ network and action plan.

### 4. Disability

The Task & Finish Group on Disability met on 13th April 2017 and have proposed that an information gathering exercise to identify key issues and make an informed decision about an appropriate programme of work be conducted in the first instance. This will involve a consultation with key stakeholders (staff and students) and an analysis of available data including access audits for buildings. The Consultation exercise will take place from August – October 2017.

### 5. Internationalising NUI Galway

The Internationalisation Task and Finish Group met on May 4th 2017. The group has made the following recommendations:

- a. There is a strong need for extensive orientation/pastoral/support work to assist both students and staff to navigate the international and cultural diversity of NUI Galway.
- b. There is a strong need for proactive effort to ensure all our procedures and systems are balanced and free from bias, and that all services are primed to support diversity in the context of the challenges that naturally arise.
- c. A consultation exercise should be conducted to canvas the experiences, views, and suggestions of international staff at NUI Galway.
- d. As it relates to a core example of equality and diversity, the promotion and protection of international and cultural diversity at NUI Galway is a whole-university responsibility. As such, while pursued throughout the University, it will be visibly fostered and led from UMT level.

### 6. Access

The Task and Finish Group scoped the current situation and identified the following 3 priority issues which will be addressed during the coming academic year:

1. Co-location for the Access Centre – including Access, Mature Students and Disability Support Service.
2. Gather accurate data and evidence on access and participation.
3. Widen participation further, focusing on building coherent pathways from further education.

### 7. Diversity Monitoring

Equality data is essential to understand both the context of an institution and to identify where action is needed. Since April 2016, the university collects gender disaggregated data during the recruitment process for new staff. Staff are asked annually to disclose whether they have a disability for the purpose of reporting to the HEA in respect of disability monitoring information.

The OVPED intends over-time to improve and extend the collection of equality monitoring data on all 9 protected characteristics under employment equality legislation to develop a deeper understanding of staff and students and the potential barriers they face.



# Equality, Diversity and Inclusion Projects Funding

The EDCC, in collaboration with the OVPED, has approved the establishment of an annual fund of €10,000 to be used to raise awareness of the equality, diversity and inclusion (EDI) agenda, and encourage both students and staff to identify small projects that would help enhance the University environment from an equality, diversity and inclusion perspective. A call for proposals for projects costing up to €2,000 will ensue in October 2017 with a view to selection of the successful project proposals by December 2017. Funding should be drawn down by February 2018 and projects completed by the end of June 2018. A showcase of successful projects is planned for September 2018.

# Equality, Diversity and Inclusion Events and Engagement

A number of stimulating and celebratory events and initiatives have been organised over the past academic year, to highlight equality and diversity in NUI Galway. The Offices of the President and the Vice President of Equality and Diversity, in collaboration with a number of colleagues and units across the campus, including the University Women's Network and colleagues in the College of Engineering and Informatics, have been centrally involved in this programme of work. A selection of these events and initiatives are portrayed below.

**Aurora Programme:** The first such event was a celebration to mark the completion of the 2015 Aurora programme – September 15th 2016. The University supported 15 female colleagues on this programme in 2015 and a further 21 female colleagues on the 2016 programme.

10TH DECEMBER 2016

## Christmas Family Gathering



⌘ MRS CLAUS HOLDING AN ATTENTIVE AUDIENCE

28TH SEPTEMBER 2016

## The Home Coming of NUI Galway Para Olympians



⌘ NUI GALWAY PARA OLYMPIAN HOME COMING RECEPTION – PICTURED ARE DEPUTY MAYOR PEARCE FLANNERY; RENA MCCARRON ROONEY; DR EOGHAN CLIFFORD; ERIC O'FLAHERTY, DR PAT O' LEARY; PARALYMPICS IRELAND CHEF DE MISSION, DENIS TOOMEY, AND DR JIM BROWNE.

23RD FEBRUARY 2017

## Naming of the Emily Anderson Concert Hall



⌘ MEMBERS OF THE FICINO ENSEMBLE



# International Women’s Week in NUI Galway



## International Women’s Week, 6-10 March/ /Seachtain Idirnáisiúnta na mBan, 6-10 Márta

The Office of the VPED in collaboration with colleagues and other units in the University produced a diverse programme of events, with something on offer for all to celebrate International Women’s Week from 6th to 10th March:

### The Alice Perry Engineering Building



« ALICE PERRY, A GRADUATE OF THE THEN QUEEN’S COLLEGE GALWAY, WAS THE FIRST WOMAN IN IRELAND OR THE UK TO EARN A DEGREE IN ENGINEERING IN 1906.



⌘ NAMING OF THE ALICE PERRY ENGINEERING BUILDING, MARCH 6TH 2017: MS RUTH LYNAM, ALICE PERRY’S GREAT NIECE, DR JIM BROWNE PRESIDENT NUI GALWAY, PROF ANNE SCOTT, VICE PRESIDENT FOR EQUALITY AND DIVERSITY AND PROF PETER MCHUGH, DEAN OF THE COLLEGE OF ENGINEERING AND INFORMATICS.

### Full STEAM Ahead: Engineering for All

This event to celebrate Women in STEMM and to mark the naming of the Alice Perry Engineering Building was held in collaboration with the CoEI and Ms Caroline Spillane, Director General, Engineer’s Ireland. It included an interactive engineering exhibition for second level students, organised by colleagues in CoEI; a roundtable discussion on **Supporting engineering talent and diversity for a better society**, followed by the formal renaming event.

### Making an Impact

An afternoon of short talks on gender equality organised by the Women’s University Network.

### Inclusivity in the workplace: key to success

Ms Margot Slattery Country Manager Sodexo, Ireland and Meg Horsburg, Head of D&I for Sodexo UK & Ireland gave a stimulating keynote talk to staff on value of inclusivity in the workplace. This event was kindly sponsored by Sodexo.

### Wikipedia Editathon Event: “Who are the missing Women on Wikipedia?”

Organised by Dr Sharon Flynn, Assistant Director, CELT and Dr Rachel Hilliard, Chair of the UWN with support from Wikimedia Community Ireland.

### “Bring your Whole Self to Work”

LGBT networking event in collaboration with LGBT Staff Network, TCD and AMACH, Galway.

# New Website for the Office of the Vice President for Equality & Diversity

The OVPED is in the process of creating a new website including a section on relevant policies and procedures, training opportunities, diversity monitoring, Athena SWAN and work programmes which are currently being developed by the EDCC. The website will provide a single source of information for all matters pertaining to Equality and Diversity.



# External Engagement

Dr Jim Browne, formally signed NUI Galway up to join the 30% Club in August 2016. The 30% Club is a group of Chairs and CEOs committed to better gender balance at all levels of their organisations through voluntary actions. The University has been actively involved in a number of events and initiatives run by the 30% Club over the past academic year, including the 30% Club/IMI Mentorship programme. NUI Galway has provided two mentors: Mr John Gibney, Director of Estates and Ms Lorna Farren, Director of Communication and Marketing to this programme. We also have two members of staff participating in this programme as mentees: Ms Nicola McNicholas, Management Accounts and Ms Ann Ryan, Research Office – who won their places on this programme as part of their President's Award for Support Service Staff in March 2017. The Cairns Business School, NUI Galway has collaborated with the 30% Club to provide an MBA scholarship for our Executive MBA programme commencing September 2017, to support high performing women gaining the skills and confidence to seek senior leadership positions in Irish business.



⋈ LAUNCH OF THE 30% CLUB 2017 SCHOLARSHIP PROGRAMME, APRIL 2017: VPED PROF ANNE SCOTT WITH MS MARIE O'CONNOR PARTNER, PWC AND 30% CLUB IRELAND STEERING GROUP MEMBER AND MS CAROL ANDREWS HEAD OF EMEA SERVICES, BNY MELLON, 30% CLUB STEERING GROUP MEMBER.





On September 25th 2017 NUI Galway, in collaboration with the 30% Club and KPMG, will host an event for the local community examining the business case for equality, diversity and inclusion.

### OVPED Speaking Engagements, Collaborations and Conference Participation

University of Ulster Conference: <i>Gender Equality and STEMM: the Future is Bright</i>	University of Ulster, October 2016
LERU conference: <i>Gender in STEMM-academic</i>	Lund, October 4-5th 2016
7th EU Diversity Charter Forum	Dublin Castle, October 18-19th 2016
GENOVATE Conference: <i>Toward 2020: Learning from GENOVATE's implementation of Organisational Change for Gender Equality in Research and Innovation</i>	Brussels, November 3rd 2016
FESTA Garcia Final Joint Conference	Brussels, November 7th 2016
AIB Regional Conference	Galway, March 7th 2017
European Women's Rectors Association Annual Conference	Brussels, May 2017
Atlantec Pre Conference Event: <i>Pearls of Wisdom</i>	Galway, May 2017
STEMM Gender Congress	Berlin, June 2017
Collaborations with Merit Medical, Medtronic, GMIT, Athena Swan Ireland Steering Committee	

## Summary

We have had a very busy and stimulating year with lots of activities and events taking place across the University to raise awareness of, and engagement with, various equality, diversity and inclusion issues. This has been welcomed by the university community many of whom have contributed significantly, engaging with enthusiasm and energy. Members of EDCC look forward to working with our colleagues across the University over the coming academic year to move forward on a number of priority projects.

# Equality, Diversity and Inclusion Priorities for 2017-2018



The EDCC at its meeting on May 17th 2017 confirmed the following priorities for the new academic year:

1

**Disability:**  
Extensive programme of work including a staff consultation to be progressed

2

**Internationalisation and Cultural Diversity:**  
Programme of work to be fully scoped and initial implementation of resulting action plan

3

**LGBT:** Scoping exercise and follow through regarding establishing an LGBT+ network

4

**Athena Swan**  
Action plan to be progressed from June 1st 2017

5

**Continued monitoring of the implementation of the GEAP**

# Appendix 1

## Membership of the Equality and Diversity Campus Committee

	Job Title / Representative	Title and Name
<b>Chair</b>	Vice President for Equality and Diversity	Prof Anne Scott
<b>Secretary</b>	Executive Assistant, Office of the Vice President for Equality and Diversity	Ms Brídín Nic Dhonncha
<b>Members</b>	Registrar and Deputy President	Prof Pól Ó Dochartaigh
	Dean, College of Science	Prof Donal Leech
	Dean, College of Business, Public Policy, and Law	Prof John McHale
	Dean of Graduate Studies	Prof Lucy Byrne
	Vice President for Student Experience	Dr Pat Morgan
	Chief Operations Officer	Mr John Gill
	Academic Secretary	Ms Caroline Loughnane
	President of the Student's Union	Mr James McGovern
	Vice President for Equality, Student's Union	Ms Megan Reilly
	Vice President for Research	Prof Lokesh Joshi
	Dean of International Affairs	Prof Brian Hughes
	Head of the Equal Opportunities	Ms Aoife Cooke
	Head of Student Services	Mr John Hannon
	Centre for Global Women's Studies	Dr Nata Duvvury
	Director of Estates	Mr John Gibney
	Director of Library	Mr John Cox
	Director of the International Office	Ms Anna Cunningham
	Head of School of Physics	Prof Andrew Shearer
	Head of the School of Medicine	Ms Carmel Malone
	Head of the Cairnes School of Business and Economics	Dr Tom Acton
	Director of Human Resources	Mr John Gill ( <i>Acting</i> )

## Membership of the Equality, Diversity and Inclusion Committee

	Job Title / Representative	Title and Name
<b>Chair</b>	External Member of Údarás	Ms Sinéad Ní Fhatharta
<b>Secretary</b>	Office of the Vice President for Equality and Diversity	Ms Tonya Watts
<b>Members</b>	President	Dr Jim Browne
	External Member of Údarás	Mr Conor Fottrell ( <i>from September 2017</i> )
	External Member of Údarás	Ms Madeline Taylor Quinn
	Internal Member of Údarás	Dr Anne O'Connor
	Internal Member of Údarás	Dr Anthony Grehan
	Internal Member of Údarás	Ms Ursula Connolly
	Internal Member of Údarás	Prof Terry Smith
	President of the Student's Union	Mr James McGovern
	Internal Member of Údarás	Dr Pat Morgan
	Vice President for Equality and Diversity	Prof Anne Scott





“NUI Galway is committed to equality of opportunity for all staff and students irrespective of sex, marital status, family status, sexual orientation, religious belief, age, disability, race, colour, nationality or ethnic or national origin, membership of the travelling community or perceived political belief or affiliation.”



NUI Galway  
OÉ Gaillimh

# Equality, Diversity and Inclusion

Annual Report 2016-2017





OÉ Gaillimh  
NUI Galway

# Comhionannas, Éagsúlacht agus Cuimsiú

Tuarascáil Bhliantúil 2016-2017







AN CHEARNÓG, OÉ GAILLIMH

## Clár Ábhair

Brollach	1
Réamhrá	2
Comhthéacs Reachtaíochta	6
Struchtúr Comhionannais, Éagsúlachta agus Cuimsithe na hOllscoile	7
An Coiste Campais Comhionannais agus Éagsúlachta	8
Maoiniú do Thionscadail Chomhionannais, Éagsúlachta agus Chuimsithe	14
Imeachtaí agus Rannpháirtíochtaí Comhionannais, Éagsúlachta agus Cuimsithe	15
Láithreán gréasáin nua d'Oifig an Leas-Uachtaráin Comhionannais & Éagsúlachta	17
Rannpháirtíocht Sheachtrach	18
Achoimre	19
Tosaíochtaí Comhionannais, Éagsúlachta agus Cuimsithe 2017-2018	20
Aguisín 1	21

# Brollach

Is mór agam, mar Leas-Uachtarán Comhionannais agus Éagsúlachta, agus mar Chathaoirleach ar an gCoiste Campais Comhionannais agus Éagsúlachta, an chéad tuarascáil bhliantúil seo ar chomhionannas agus ar éagsúlacht in OÉ Gaillimh a chur in bhur láthair. Tá sé mar rún againn tuarascáil ar Chomhionannas, Éagsúlacht agus Cuimsiú in OÉ Gaillimh a chur ar fáil gach bliain.

In Fís 2020, plean straitéiseach reatha na hOllscoile, leagadh amach aidhm straitéiseach phobal na hollscoile, is é sin timpeallacht oibre a chur ar fáil atá cothrom, tacúil agus spreagúil, áit a n-oibríonn mic léinn agus comhaltáí foirne le chéile ar bhealach freagrach: “oibriú le chéile mar fhoireann mhúinéach, a chuireann luach ar shárchaighdeán, comhpháirtíocht, forbairt ghairmiúil agus ceannaireacht. Tosaíocht thar a bheith tábhachtach sna blianta beaga seo romhainn is ea an comhionannas inscne a chur chun tosaigh in OÉ Gaillimh.”

Tá fianaise sa chéad tuarascáil bhliantúil seo go bhfuil an Ollscoil ag tabhairt faoin aidhm straitéiseach seo le dúthracht. Mar a léirítear i leathanaigh na tuarascála seo, tá pobal OÉ Gaillimh ag treabhadh chun tosaigh le cinntiú go bhfuil páirt thábhachtach agus ghníomhach ar chlár oibre na hinstitiúide ag comhionannas inscne, agus ag cineálacha eile comhionannais, éagsúlachta agus cuimsithe.

Ba mhaith liom an deis seo a thapú buíochas a ghlacadh le gach comhghleacaí, comhalta foirne agus mac léinn ar fud na hOllscoile atá bainteach le tionscnaimh agus le gníomhaíochtaí chun comhionannas, éagsúlacht agus cuimsiú a chothú agus a chur chun cinn inár bpobal. Ba mhaith liom buíochas a ghlacadh go sonrach le hAoife Cooke, Ceannasaí Comhionannais Deiseanna agus le mo chomhghleacaithe ar an gCoiste Campais Comhionannais agus Éagsúlachta as a ndúthracht agus an obair mhór atá déanta acu le bliain anuas.

Sa tuarascáil bhliantúil seo tá áthas orm léargas a roinnt libh ar obair an Choiste Campais Comhionannais agus Éagsúlachta agus ar na gníomhaíochtaí agus na grúpaí éagsúla atá ag obair ar an gclár oibre tábhachtach seo ar fud na hOllscoile.



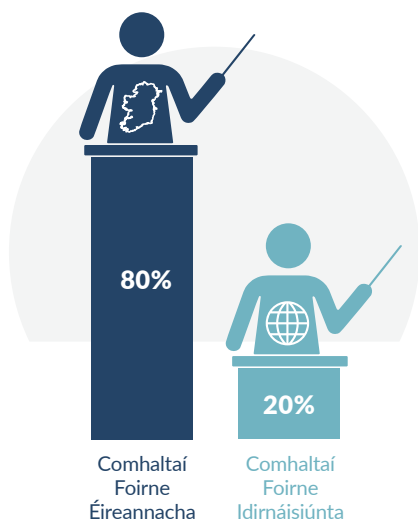
## **An tOllamh Anne Scott**

An Leas-Uachtarán Comhionannais agus Éagsúlachta, OÉ Gaillimh

# Réamhrá

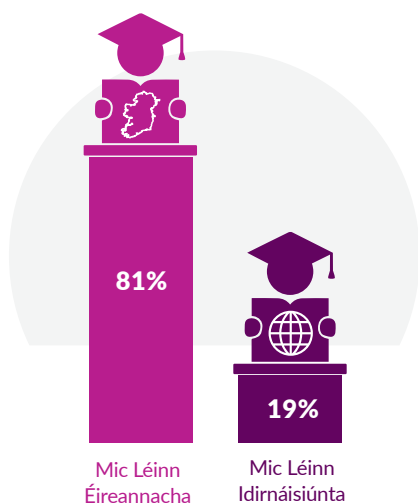
Is pobal bríomhar agus ilchineálach é OÉ Gaillimh le breis is 2,116 comhalta foirne agus 18,212 mac léinn, a bhfuil cúlra agus taithí éagsúil acu. Tá 3,516 mac léinn idirnáisiúnta (19.3% de líon iomlán na mac léinn) as 119 tír ar fud na cruinne ag freastal ar an Ollscoil. Tá 427 comhalta foirne as 55 tír ag obair anseo, ciallaíonn sé sin nach de bhunadh na hÉireann iad thart ar 20% den fhoireann. Cuireann an grúpa éagsúil seo de mhic léinn agus de chomhaltaí foirne saibhreas ollmhór ar fáil do OÉ Gaillimh agus don phobal áitiúil agus don réigiún mórthimpeall.

## Próifíl Foirne: Idirnáisiúnta agus Náisiúnta



Fíor 1: Próifíl Foirne OÉ Gaillimh 2016/17

## Próifíl na Mac Léinn: Idirnáisiúnta agus Náisiúnta



Fíor 2: Próifíl Mhic Léinn OÉ Gaillimh 2016/17





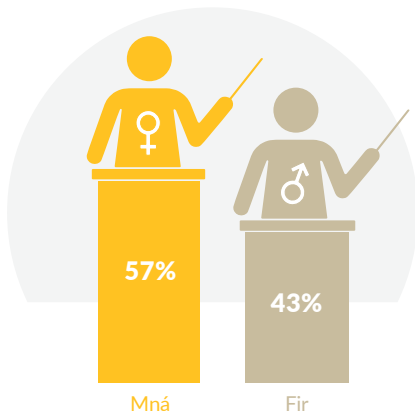
⌘ MIC LÉINN AG BAINN TAITNEAMH AS GRIAN AN tSAMHRAIDH IN OÉ GAILLIMH



Sa bhliain 1845 a bunaíodh an Ollscoil nó Coláiste na Banríona, Gaillimh ag an am, agus tá sí rangaithe i measc an 1% is fearr d'ollscoileanna an domhain as caighdeán an teagaisc agus an taighde inti. Tá cúig choláiste san Ollscoil, 17 scoil agus os cionn 60 disciplín acadúil.

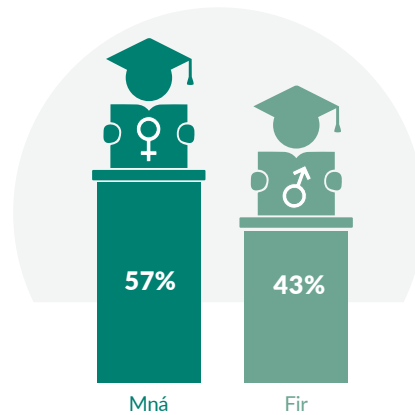
Is Ollscoil muid atá á treorú ag taighde agus bhí ioncam €52.6 milliún againn as taighde díreach sa bhliain 2015/16. Tá cúig réimse tosaíochta taighde ag OÉ Gaillimh; Eolaíochtaí Sóisialta Feidhmeacha agus Beartas Poiblí; Eolaíocht agus Innealtóireacht Bhithleighis; Comhshaol, Muir agus Fuinneamh; na Daonnachtaí i gComhthéacs; agus Ionformaitic, Anailísíocht Sonraí, Eolaíochtaí Fisiciúla agus Ríomhaireachta.

### Comhaltaí foirne de réir Inscne



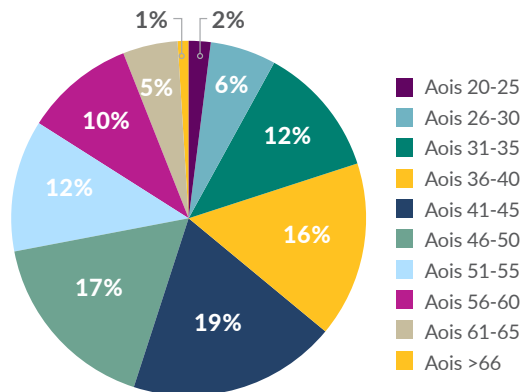
Fíor 3: Próifíl Foirne de réir Inscne, OÉ Gaillimh 2016/17

### Mic Léinn (Fochéime & Iarchéime) de réir Inscne



Fíor 4: Próifíl na Mic Léinn (Fochéime & Iarchéime) de réir Inscne, OÉ Gaillimh 2016/17

### Próifíl Foirne de réir Aoise



Fíor 5: Próifíl Foirne de réir Aoise, OÉ Gaillimh 2016/17

Ar an iomlán, is mná iad 57% den fhoireann (gach catagóir) agus de na mic léinn (fochéime agus iarchéime).

Is ábhar spéise freisin é an phróifíl aoise a bhaineann le foireann OÉ Gaillimh ó pheirspictíochtaí éagsúla lena n-áirítear forbairt foirne agus pleanáil comharbais.

Léiríonn Fíor 5 go bhfuil 52% den fhoireann idir 36 agus 50 bliain d'aois agus go bhfuil 20% den fhoireann 35 bliain d'aois nó níos óige. Tá 28% den fhoireann uile ≥ 51 bliain d'aois.



Tá tiomantas ar leith ag an ollscoil don Ghaeilge agus tá ról náisiúnta aici maidir le cúrsaí a chur ar fáil trí mheán na Gaeilge.



✦ SEOLADH TG4 FOGHLAIM AR AN gCAMPAS - COMHOIBRIÚ IDIR ACADAMH NA hOLLSCOLAÍOCHTA GAEILGE AGUS TG4

Cuireann OÉ Gaillimh os cionn 60 fochéim, 585 clár iarchéime agus réimse leathan diplómaí agus céimeanna páirtaimseartha ar fáil i gcúig Choláiste, mar atá liostaithe thíos.

## COLÁISTÍ

1. Coláiste na hInnealtóireachta agus na hIonformaitice
2. Coláiste an Leighis, an Altranaís agus na nEolaíochtaí Sláinte
3. Coláiste na hEolaíochta
4. Coláiste na nDán, na nEolaíochtaí Sóisialta, agus an Léinn Cheiltigh
5. Coláiste an Ghnó, an Bheartais Phoiblí agus an Dlí





# Comhthéacs Reachtaíochta

Cuimsíonn an chreatlach reachtach a rialaíonn combhionannas, éagsúlacht agus cuimsiú roinnt Achtanna de chuid an Oireachtais.

Cuireann na hAchtanna um Chombhionannas Fostaíochta, 1998-2015 cosc ar leithcheal i raon leathan réimsí fostaíochta lena n-áirítear earcaíocht, ardú céime, oiliúint, agus tuarastal faoi na naoi bhforas: aois, cine, inscne, míchumas, stádas sibhialta, stádas teaghlaigh, claonadh gnéis, reiligiún, agus ballraíocht den Lucht Siúil.

Cuireann na hAchtanna um Stádas Comhionann, 2000-2015 cosc ar leithcheal i soláthar earraí agus seirbhísí, soláthar lóistín, agus rochtain ar oideachas faoi na naoi bhforas.

Leagann an tAcht um Míchumas, 2005 dualgas reachtúil ar sholáthróirí 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 gcomhaltaí foirne faoi mhíchumas le cinntiú go mbaintear amach an sprioc seo. Thuairiscigh OÉ Gaillimh gur baineadh amach an sprioc 3% de chomhaltaí foirne faoi mhíchumas don bhliain 2016. D'fhreagair cúig chéad is naoi comhalta foirne an suirbhé bliantúil monatóireachta míchumais, agus chuir 48 díobh sin in iúl go raibh míchumas orthu.

Tá 22 comhalta foirne eile as láthair nó ag obair uaireanta laghdaithe faoi láthair mar chomhréiteach i ngeall ar eolas a tugadh maidir le míchumas.

Tugadh isteach Dualgas na hEarnála Poiblí mar chuid den Acht um Choimisiún na hÉireann um Chearta an Duine agus Comhionannas, 2014. Leagann sé dualgas soiléir ar chomhlachtaí san earnáil phoiblí, i soláthar a gcuid seirbhísí agus in idirghníomhaíocht lena bhfoireann agus leo siúd a gcuireann siad seirbhísí ar fáil dóibh, deireadh a chur le leithcheal, combhionannas deiseanna a chur chun cinn agus cearta an duine a chosaint. Is gá don Ollscoil tuarascáil bhliantúil a chur ar fáil atá inrochtana ag an bpobal ina gcuimsítear sonraí ar fhorbairtí agus ar thionscnaimh de réir dhualgas na hEarnála Poiblí.

Mar chuid dár bplean straitéiseach Fís 2020, leagann OÉ Gaillimh amach príomhaidhm straitéiseach a bheith ina ollscoil a chuireann timpeallacht oibre ar fáil atá cothrom, tacúil agus spreagúil ina n-oibríonn mic léinn agus comhaltaí foirne le chéile ar bhealach freagrach: “oibriú le chéile mar fhoireann mhuinéineach, a chuireann luach ar shárchaighdeán, comhpháirtíocht, forbairt ghairmiúil agus ceannaireacht.” (Fís 2020 – plean straitéiseach 2015-2020, l. 38). Dá bhrí sin, cé go bhfuil sé mar aidhm ag an Ollscoil an reachtaíocht chuí a chomhlíonadh tá sí freisin ag iarraidh níos mó ná sin a dhéanamh agus a bheith ina ceannaire san earnáil i dtéarmaí combhionannais, éagsúlachta agus cuimsithe.

# Struchtúr Comhionannais, Éagsúlachta agus Cuimsithe na hOllscoile



Fíor 6: Struchtúr Rialachais Comhionannais, Éagsúlachta agus Cuimsithe, OÉ Gaillimh

I mí Dheireadh Fómhair 2016, de réir mholadh an Tascfhórsa ar Chomhionannas Inscne, OÉ Gaillimh, cheadaigh Foireann Bainistíochta na hOllscoile (UMT) na Téarmaí Tagartha do bhunú an Choiste Campais Comhionannais agus Éagsúlachta (EDCC). Ar an gcoiste seo tá baill de chuid na hOllscoile ar chinnteoirí sinsearacha iad atá freagrach as príomhaonaid, scoileanna, coláistí agus ceannaireacht in OÉ Gaillimh, lena n-áirítear rannpháirtíocht shuntasach ó Chomhaltas na Mac Léinn. Tuairiscíonn an Coiste Campais Comhionannais agus Éagsúlachta d'Fhoireann Bainistíochta na hOllscoile agus d'Údarás na hOllscoile araon, trí choiste de chuid an Údaráis. Cheadaigh Údarás na hOllscoile Téarmaí Tagartha an Choiste Campais Comhionannais agus Éagsúlachta ar an 1 Samhain 2016. Tá an Coiste Comhionannais, Éagsúlachta agus Cuimsithe (EDIC), atá mar chuid d'Údarás na hOllscoile bunaithe anois agus tiocfaidh an coiste le chéile den chéad uair i mí an Mheithimh 2017. Tá liosta de bhallraíocht an EDCC agus an EDIC araon ar fáil in Aguisín 1.

# An Coiste Campais Comhionannais agus Éagsúlachta

Chas an Coiste Campais seo ar a chéile trí bhabhta an bhliain acadúil seo agus tá clár oibre leagtha amach acu a chuimsíonn na sruthanna oibre, na gníomhaíochtaí agus na grúpaí oibre seo a leanas:

1. Comhionannas Inscne – Athena Swan
2. Oiliúint agus Forbairt Comhionannais, Éagsúlachta agus Cuimsithe
3. LGBT
4. Míchumas
5. OÉ Gaillimh a idirnáisiúnú
6. Rochtain
7. Monatóireacht ar Éagsúlacht

✓ BAILL DEN CHOISTE CAMPAIS COMHIONANNAIS AGUS ÉAGSÚLACHTA 2016-2017.  
AN tUAS. JOHN HANNON, AN tUAS. JOHN COX, AN tOLL. DONAL LEECH, AN tOLL. PÓL Ó DOCHARTAIGH, CARMEL MALONE, UASAL, AN tOLL. JOHN MCHALE, AN tUAS. JOHN GILL, AN tUAS. JAMES MCGOVERN, AN tOLL. LUCY BYRNES, ANNA CUNNINGHAM, UASAL, CAROLINE LOUGHNANE, UASAL, AN tOLL. ANNE SCOTT, AOIFE COOKE, UASAL, AN DR NATA DUVVURY, MEGAN REILLY, UASAL, AN tOLL. BRIAN HUGHES. AR IARRAIDH ÓN nGRIANGHRAF TÁ AN DR PAT MORGAN, AN tOLL. ANDY SHEARER, AN tOLL. LOKESH JOSHI AGUS AN DR TOM ACTON.







⌘ FOIREANN FÉINMHEASÚNAITHE ATHENA SWAN

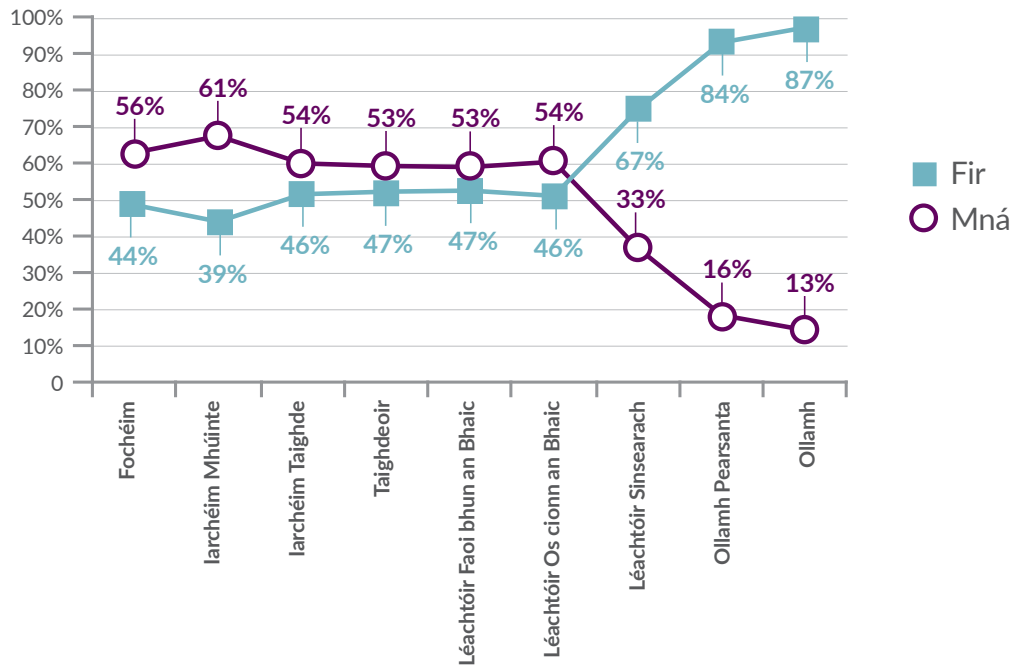
## 1. Comhionannas Inscne – Athena Swan

Rinne OÉ Gaillimh iarratas institiúideach ar chreidiúnú Cré-umha Athena Swan ar an 28 Aibreán 2017. Tá ríméad orainn go ndearna ár gcomhghleacaithe i gColáiste na hInnealtóireachta agus na hIonformaitice iarratas roinne chomh maith ar ghradam cré-umha i mí Aibreáin 2017. Tá baill den Fhoireann Féinmheasúnaithe (SAT) institiúideach ag tacú le comhghleacaithe i Scoil an Leighis a bhfuil sé ar intinn acu iarratas ar leibhéal cré-umha a dhéanamh i mí na Samhna 2017 agus le comhghleacaithe i Scoil na Fisice atá ag obair ar iarratas ar ghradam Airgid Athena Swan tar éis dóibh a bheith rannpháirteach go leanúnach i dtionscadal JUNO, Institiúid na Fisice.

Cuireann an t-iarratas agus plean gníomhaíochta Athena Swan leis an bPlean Gníomhaíochta do Chomhionannas Inscne (GEAP) a cheadaigh an UMT i mí Dheireadh Fómhair 2016 agus a cheadaigh Údarás na hOllscoile ar an 1 Samhain 2016. Nascann an GEAP moltaí an Tascfhórsa ar Chomhionannas Inscne, OÉ Gaillimh chomh maith le moltaí Athbhreithniú an HEA ar Chomhionannas Inscne in Institiúidí Ardoideachais na hÉireann (Meitheamh 2016). Sonraíonn sé gníomhaíochtaí, príomhfhreagrachtaí agus amlínte do chur i bhfeidhm na ngníomhaíochtaí éagsúla. Tugann an Leas-Uachtarán Comhionannais agus Éagsúlachta eolas cothrom le dáta don GEAP gach dhá mhí agus cuirtear an t-eolas ar láithreán gréasáin an chomhionannais inscne: [www.nuigalway.ie/genderequality](http://www.nuigalway.ie/genderequality)



Fíor 7: Forchéimniú na Gairme Acadúla (gach comhalta foirne acadúil) 2016



D'éirigh go han-mhaith le OÉ Gaillimh ó thaobh cothromaíocht mhaith inscne a bhaint amach go forchéimnitheach idir taighde iarchéime agus léachtóir acadúil. Ar cheann de na saincheisteanna tábhachtacha a bhfuil ár dtionscnamh Athena Swan agus an GEAP ag tabhairt aghaidh orthu is ea an líon íseal ban i ngráid agus i bpoist shinsearach ar fud na hOllscoile. Tuigimid go bhfuil obair shuntasach le déanamh ar an ábhar seo agus tá roinnt tionscnamh idir lámha againn chun leanúint ar aghaidh ag tacú le hardú céime na mban san Ollscoil.

Bunaíodh Grúpa Comhairleach Seachtrach ar Chomhionannas Inscne (EAG) mar chuid den GEAP ag deireadh 2016. Tionóladh an chéad chruinniú in OÉ Gaillimh ar an 28 Márta 2017. Seo a leanas baill iomráiteacha an EAG:

#### An tOll. Jane Grimson

Iar-Leas-Phropast i gColáiste na Tríonóide agus Cathaoirleach an Tascfhórsa ar Chomhionannas Inscne in OÉ Gaillimh

<https://www.tcd.ie/research/profiles/?profile=jgrimson>

#### An tOll. Yvonne Galligan

Stiúrthóir ar an Tionscnamh Inscne in Ollscoil na Banríona agus Ceann Scoil na Staire, na hAntraipeolaíochta, na Fealsúnachta agus na Polaitíochta, Ollscoil na Banríona, Béal Feirste

[http://pure.qub.ac.uk/portal/en/persons/yvonne-galligan\(9160dbfb-12bc-467d-b79f-db1468cbb2c8\).html](http://pure.qub.ac.uk/portal/en/persons/yvonne-galligan(9160dbfb-12bc-467d-b79f-db1468cbb2c8).html)

#### An tOll. Paul Walton

Ceann Roinn na Ceimice, Ollscoil York agus ball de Shainghrúpa Athbhreithniú Náisiúnta an HEA ar Chomhionannas Inscne in Institiúidí Ardoideachais na hÉireann

<https://www.york.ac.uk/chemistry/staff/academic/t-z/pwalton/>

#### An tOll. Tomas Brage

Ollamh agus Stiúrthóir Oideachais Fisice, Ollscoil Lund

<http://www.fysik.lu.se/english/education/staff/tomas-brage/>

Príomhfheidhm den EAG is ea gníomhú mar fhoinsé seachtrach de shaineolas, comhairle agus dearbhú d'Oifig an Leas-Uachtaráin Comhionannais agus Éagsúlachta, don UMT agus d'Údarás na hOllscoile, chomh fada is a bhaineann le cur i bhfeidhm mholtaí an Tascfhórsa ar Chomhionannas Inscne. Cuirfidh an EAG comhairle ar fáil chomh maith maidir le forbairtí idirnáisiúnta ar an gclár oibre tábhachtach seo agus cuirfidh sé comhairle agus treoir neamhspleách ar fáil don Ollscoil ar cheisteanna a bhaineann le comhionannas, éagsúlacht agus cuimsiú ar leibhéal níos ginearálta. Mhol an EAG an Ollscoil, baill an UMT agus Oifig an Leas-Uachtaráin Comhionannais agus Éagsúlachta as an dul chun cinn suntasach a rinneadh, in achar gairid ama, maidir le moltaí an Tascfhórsa ar Chomhionannas Inscne a chur i bhfeidhm.

D'aithin an EAG gur theastaigh aird phráinneach agus leanúnach na hOllscoile a dhíriú ar na saincheisteanna seo a leanas:

- a. An riachtanas a bhaineann le tacaíocht leanúnach ar an leibhéal is airde a thabhairt do chlár oibre an chomhionannais inscne, go háirithe agus Uachtarán nua le ceapadh;
- b. D'fhonn dul chun cinn a chothú, tá sé riachtanach a chinntiú go bhfuil roinnt daoine sinsearach agus feiceálacha ag troid ar son an chomhionannais inscne ar fud na hOllscoile;
- c. An ról criticiúil atá ag Acmhainní Daonna, agus go háirithe ag an Stiúrthóir Acmhainní Daonna, maidir le comhionannas inscne a chinntiú agus an riachtanas rithábachtach a bhaineann le ceannaireacht láidir agus leanúnach ó Acmhainní Daonna maidir le gach gné den chomhionannas inscne;
- d. An riachtanas a bhaineann le tréaniarracht a dhéanamh chun polasaithe na hOllscoile maidir le bulaíocht agus ciapadh a athbheithniú agus a chur i bhfeidhm;
- e. An riachtanas práinneach a bhaineann leis an gcreatlach inniúlachta a chur chun cinn, a fheictear mar réamhriachtanas rithábachtach maidir le scéim ardaithe céime a fhorbairt don fhoireann tacaíochta, nó mura bhfuil a leithéid indéanta, go bhforbrófaí scéim athghrádála.

## 2. Oiliúint agus Forbairt Comhionannais, Éagsúlachta agus Cuimsithe

Tugann Oifig an Leas-Uachtaráin Comhionannais agus Éagsúlachta tacaíocht agus/nó cuireann sí tús le roinnt tionscnamh oiliúna agus forbartha polasaí, lena n-áirítear iad seo a leanas:

- a. **Oiliúint i gclaontacht neamh-chomhfhiosach:** Tá sé mar aidhm ag an oiliúint seo cur leis an bhfeasacht ar chlaontacht neamh-chomhfhiosach a mbíonn éifeacht aige ar ár mbreithiúnas agus ár gcinnteoireacht agus an tionchar a bhaineann leis an gcineál sin claontachta a laghdú. Go dtí seo cuireadh oiliúint sa chlaontacht neamh-chomhfhiosach ar 345 comhalta foirne ollscoile, lena n-áirítear iad siúd ar fad a bhfuil ról bainistíochta acu, agus táthar fós á chur seo ar fáil fad is atá boird agallaimh nua á gcur le chéile agus bainisteoirí nua á gceapadh san Ollscoil.
- b. **An Clár Ríomhfhoghlama LEAD (Living Equality and Diversity):** Is acmhainn ríomhfhoghlama é LEAD a d'fhorbair sé cinn de na hollscoileanna atá ina mbaill de Líonra Comhionannais Chumann Ollscoileanna Éireann (Ollscoil Chathair Bhaile Átha Cliath; OÉ Gaillimh; Coláiste na Tríonóide; Coláiste na hOllscoile, Corcaigh; an Coláiste Ollscoile, Baile Átha Cliath agus Ollscoil Luimnigh). Tá an clár ar fáil do gach comhalta foirne ar [www.leadequalitynetwork.com](http://www.leadequalitynetwork.com) chun tuiscint ghinearálta a chothú ina measc i dtaca leis an tábhacht a bhaineann le gach uile dhuine againn a bheith páirteach in iarrachtaí na nOllscoileanna timpeallacht chuimsitheach a chur ar fáil, timpeallacht ina gcuirtear comhionannas chun cinn agus ina bhfuil meas ar an éagsúlacht agus conas a dhéantar é seo go praiticiúil san ionad oibre.
- c. **Aurora:** Tugann OÉ Gaillimh tacaíocht ghníomhach do mhná chun a gcuid scileanna ceannaireachta a fhorbairt trí rannpháirtíocht mhéadaithe sa chlár Aurora. Is clár forbartha ceannaireachta do mhná é Aurora a cruthaíodh chun aghaidh a thabhairt ar an líon íseal ban i bpoist shinsearach san ardoideachas.





Ó 2015 i leith chuir an Ollscoil maoiniú ar fáil do 38 bean ó réimsí acadúla, taighde agus riaracháin chun páirt a ghlacadh sa chlár Aurora. Mar chuid den chlár, cuirtear meantóir ar fáil do gach rannpháirtí.

- d. **Ramp-Up:** Cuireadh tús le ceardlanna i mí Feabhra 2017 chun cur ar chumas máithreacha nua filleadh ó shaoire mháithreachais/uchtaíoch go héifeachtach. Táthar ag súil go reáchtálfar na clár seo uair in aghaidh an tseimeastair le linn na bliana acadúla. Glactar le cúig rannpháirtí dhéag ar a mhéid ar gach ceardlann. Thug aon chomhalta foirne dhéag faoin gceardlann i mí Feabhra 2017. Bhí an t-aiseolas go hiomlán dearfach.
- e. **Tacú le Tuismitheoirí atá ag Obair:** Ag an am céanna, tugadh isteach oiliúint do bhainisteoirí líne chun féachaint conas is féidir leo tacú le tuismitheoirí roimh, le linn agus tar éis saoire mháithreachais/uchtaíoch agus saoire atharthachta. Tugadh isteach an clár seo ar bhonn píolótach, thar thréimhse trí bliana agus cuirfear dhá cheardlann ar fáil, uair sa seimeastar. Ghlac daichead bainisteoir líne páirt sa dá cheardlann a reáchtáladh i mí an Mhárta 2017. Bhí an t-aiseolas ó na rannpháirtithe dearfach go dtí seo.

f. **Rannpháirtíocht i bhforbairt polasaí:**

Tá Oifig an Leas-Uachtaráin Comhionannais agus Éagsúlachta ag obair le coiste faoi stiúir an Bhainisteora Acmhainní Daonna do Chaidreamh le Fostaithe chun athbhreithniú a dhéanamh ar réimse polasaithe agus iad a thabhairt cothrom le dáta de réir reachtaíochta agus deachleachtais san earnáil. Tugadh tosaíocht do na polasaithe a bhaineann le Frithbhulaíocht agus Frithchiapadh & Frithchiapadh Gnéis i measc na foirne agus beidh polasaithe nua ag teacht i bhfeidhm ar an 1 Meán Fómhair 2017.



✧ Ó CÁID LÍONRAITHE LGBT AR AN 4 BEALTAINNE

### 3. LGBT

Tar éis ócáid líonraithe den scoth a réachtáil Oifig an Leas-Uachtaráin Comhionannais agus Éagsúlachta ar an 9 Márta, áit a raibh comhghleacaithe as AMACH agus líonra LGBT+ Choláiste na Tríonóide i láthair, bhí cruinniú lóin eile ar siúl ar an 4 Bealtaine 2017. Ar cheann de thorthaí na hócáide seo tá plean ann anois ceardlann éascaithe a réachtáil i mí Iúil 2017 le súil líonra agus plean gníomhaíochta LGBT+ a bhunú i measc fhoireann OÉ Gaillimh.

### 4. Míchumas

Chas an Grúpa Tasc & Críochnaithe ar Mhíchumas le chéile ar an 13 Aibreán 2017 agus tá sé molta acu gur cheart i dtús báire eolas a bhailiú chun príomh-shaincheisteanna a aithint agus cinneadh feasach a dhéanamh maidir le clár oibre cuí. Beidh comhairliúchán le príomhlucht leasa (foireann agus mic léinn) ag baint leis seo mar aon le hanailís ar shonraí atá ar fáil lena n-áirítear iniúchtaí rochtana d'fhoirgnimh. Tabharfar faoin gComhairliúchán idir Lúnasa agus Deireadh Fómhair 2017.

### 5. OÉ Gaillimh a idirnáisiúnú

Chas an Grúpa Tasc agus Críochnaithe le chéile ar an 4 Bealtaine 2017. Tá na moltaí seo a leanas déanta ag an ngrúpa:

- Is mór a theastaíonn obair ionductaithe/thréadach/thacaíochta chun cabhrú le mic léinn agus le comhaltaí foirne araon teacht i dtír ar éagsúlacht idirnáisiúnta agus chultúrtha OÉ Gaillimh.
- Is mór a theastaíonn iarracht réamhghníomhach chun a chinntiú go bhfuil ár gcuid nósanna imeachta agus córas ar fad cothrom agus neamhchlaonta, agus go bhfuil gach seirbhís in ann tacú le héagsúlacht i gcomhthéacs na ndúshlán a thagann chun cinn go nádúrtha.
- Ba cheart tabhairt faoi chomhairliúchán chun eolas a fháil ar thaithí, ar thuirimí agus ar mholtaí na gcomhaltaí foirne idirnáisiúnta in OÉ Gaillimh.

- Mar a bhaineann sé le croí-shampla an chomhionannais agus na héagsúlachta, is freagracht uile-ollscoile é cur chun cinn agus cosaint na héagsúlachta idirnáisiúnta agus cultúrtha in OÉ Gaillimh. Dá réir sin, cé go mbeidh sé seo ag tarlú ar fud na hOllscoile, is ag leibhéal an UMT a dhéanfar é a chothú agus a stiúradh.

### 6. Rochtain

Mheas an Grúpa Tasc agus Críochnaithe an staid reatha agus d'aithin siad na trí shaincheist tosaíochta seo a leanas agus tabharfar aghaidh orthu sin an bhliain acadúil seo romhainn:

- Comhshuíomh an Ionaid Rochtana – lena n-áirítear Rochtain, Mic Léinn Lánfhásta agus an tSeirbhís Tacaíochta Míchumas
- Sonraí agus fianaise a bhailiú ar rochtain agus ar rannpháirtíocht
- Rannpháirtíocht a leathnú tuilleadh, ag díriú ar chosáin shoiléire a chruthú ón mbreisoideachas.

### 7. Monatóireacht ar Éagsúlacht

Tá sonraí maidir le comhionannas rithábhachtach ionas go dtuigimid an comhthéacs a bhaineann le hinstitiúid agus ionas go n-aithneoidimid cén áit is gá gníomh a dhéanamh. Ó Aibreán 2016, tá an ollscoil ag bailiú eolais faoi inscne le linn an phróisis earcaíochta do chomhaltaí foirne nua. Iarrtar ar chomhaltaí foirne go bliantúil a chur in iúl má tá míchumas orthu ionas gur féidir an t-eolas seo a thuirisciú don HEA.

Le himeacht ama tá rún ag Oifig an Leas-Uachtaráin Comhionannais agus Éagsúlachta an chaoi a mbailítear sonraí monatóireachta comhionannais ar gach ceann de na naoi dtréith chosanta faoi reachtaíocht comhionannais fostaíochta a fheabhsú agus a leathnú d'fhonn tuiscint níos doimhne a fhorbairt ar chomhaltaí foirne agus ar mhic léinn agus ar na baic phoitéinsíúla atá amach rompu.



# Maoiniú do Thionscadail Chomhionannais, Éagsúlachta agus Chuimsithe

Cheadaigh an Coiste Campais Comhionannais agus Éagsúlachta, i gcomhar le hOifig an Leas-Uachtaráin Comhionannais agus Éagsúlachta, go mbunófaí ciste bliantúil €10,000 chun feasacht a mhéadú ar an gclár oibre comhionannais, éagsúlachta agus cuimsithe, agus go spreagfaí mic léinn agus comhaltaí foirne araon tionscadail bheaga a aithint a chabhródh le timpeallacht na hOllscoile a fheabhsú ó thaobh an chomhionannais, na héagsúlachta agus an chuimsithe de. I mí Dheireadh Fómhair 2017 eiseofar gairm tograí do thionscadail lena mbaineann costas suas le €2,000 agus táthar ag súil go roghnófar na tograí tionscadail rathúla faoi Nollaig 2017. Ba cheart maoiniú a tharraingt anuas faoi mhí Feabhra 2018 agus ba cheart go mbeadh tionscadail curtha i gcrích faoi dheireadh mhí an Mheithimh 2018. Táthar ag súil na tionscadail a n-éiríonn leo a chur i láthair an phobail i Meán Fómhair 2018.



# Imeachtaí agus Rannpháirtíochtaí Comhionannais, Éagsúlachta agus Cuimsithe

Sa bhliain acadúil atá caite, eagraíodh roinnt tionscnamh agus imeachtaí spreagúla agus ceiliúrtha chun aird a tharraingt ar chomhionannas agus ar éagsúlacht in OÉ Gaillimh. Bhí baint lárnach in eagrú an chláir oibre seo ag Oifig an Uachtaráin agus ag Oifig an Leas-Uachtaráin Comhionannais agus Éagsúlachta, i gcomhar le roinnt comhghleacaithe agus aonad ar fud an champais, lena n-áirítear Lónra Ban na hOllscoile agus comhghleacaithe i gColáiste na hInnealtóireachta agus na hIonformaitice. Tá léiriú ar roinnt de na himeachtaí agus na tionscnaimh seo thíos.

**An Clár Aurora:** Bhí an chéad ócáid dá leithéid ar siúl ar an 15 Meán Fómhair 2016 agus ba cheiliúradh a bhí ann ar chríochnú an chláir Aurora 2015. Thug an Ollscoil tacaíocht do 15 chomhghleacaí ban ar an gclár seo in 2015 agus do 21 bean eile ar chláir 2016.

10 NOLLAIG 2016

## Ócáid na Nollag san Ollscoil



⌘ PÁISTÍ FAOI DHRAÍOCHT AG BEAN CHÉILE DHADÍ NA NOLLAG

28 MEÁN FÓMHAIR 2016

## Filleadh Abhaile Lúthchleasaithe Parailimpeacha OÉ Gaillimh



⌘ FÁILTÍÚ ABHAILE LÚTHCHLEASAITHE PARAILIMPEACHA OÉ GAILLIMH – SA GHRIANGHRAF TÁ AN LEAS-MHÉARA PEARCE FLANNERY; RENA MCCARRON ROONEY; AN DR EOGHAN CLIFFORD; ERIC O'FLAHERTY, AN DR PAT O' LEARY; CHEF DE MISSION CHUMANN PARAILIMPEACH NA hÉIREANN, DENIS TOOMEY, AGUS AN DR JIM BROWNE.

23 FEABHRA 2017

## Ainmniú Cheoláras Emily Anderson



⌘ BAILL DEN FICINO ENSEMBLE

6 - 10 MÁRTA 2017

## Seachtain Idirnáisiúnta na mBan in OÉ Gaillimh



**International Women's Week, 6-10 March/  
/Seachtain Idirnáisiúnta na mBan, 6-10 Márta**

Chuir Oifig an Leas-Uachtaráin Comhionannais agus Éagsúlachta i gcomhar le comhghleacaithe agus le haonaid eile san Ollscoil clár éagsúil imeachtaí le chéile, ionas go bhféadfadh gach duine Seachtain Idirnáisiúnta na mBan a cheiliúradh idir an 6 - 10 Márta:

### Áras Innealtóireachta Alice Perry



« BA Í ALICE PERRY, CÉIMÍ DE CHUID CHOLÁISTE NA BANRÍONA, GAILLIMH AG AN AM, AN CHÉAD BHEAN IN ÉIRINN AGUS SA RÍOCHT AONTAITHE A BHAIN CÉIM AMACH SAN INNEALTÓIREACHT IN 1906.



⊘ AINMNIÚ ÁRAS INNEALTÓIREACHTA ALICE PERRY, 6 MÁRTA 2017: RUTH LYNAM, UASAL, GARNEACHT ALICE PERRY, AN DR JIM BROWNE, UACHTARÁN OÉ GAILLIMH, AN IOLL ANNE SCOTT, AN LEAS-UACHTARÁN COMHIONANNAIS AGUS ÉAGSÚLACHTA AGUS AN IOLL PETER MCHUGH, DÉAN CHOLÁISTE NA hINNEALTÓIREACHTA AGUS NA hIONFORMAITICE.

### Full STEAM Ahead: Innealtóireacht do chách

Eagraíodh an ócáid seo chun ceiliúradh a dhéanamh ar Mhná in STEMM agus ar ainmniú Áras Innealtóireachta Alice Perry i gcomhar le Coláiste na hInnealtóireachta agus na hIonformaitice agus le Caroline Spillane, Ard-Stiúrthóir, Institiúid Innealtóirí na hÉireann. Mar chuid den ócáid d'eagraigh comhghleacaithe i gColáiste na hInnealtóireachta agus na hIonformaitice taispeántas idirghníomhach innealtóireachta do dhaltáí dara leibhéal; díospóireacht oscailte dar teideal **Tacú le tallann innealtóireachta agus éagsúlacht ar mhaithe le sochaí níos fearr**, agus ina dhiaidh sin bhí an ócáid athainmnithe ar siúl.

### Tionchar na mBan

**Tráthnóna de chainteanna gearra ar chomhionannas inscne eagraithe ag Líonra Ban na hOllscoile.**

### Cuimsiú san Ionad Oibre - Bunús na Rathúlachta

Thug **Margot Slattery**, Uachtarán Sodexo in Éirinn, agus Meg Horsburg, Ceann na hÉagsúlachta agus an Chuimsithe le Sodexo sa Ríocht Aontaithe agus in Éirinn caint spreagúil ar luach an chuimsithe san ionad oibre. Ba dheas an mhaise do Sodexo urraíocht a dhéanamh ar an imeacht seo.

### Imeacht Eagarthóireachta Vicipéide “Cé hiad na Mná nach bhfuil luaite ar Vicipéid?”

Eagraithe ag Sharon Flynn, Stiúrthóir Cúnta CELT, agus ag an Dr Rachel Hilliard, Cathaoirleach Líonra Ban OÉ Gaillimh, le tacaíocht ó Phobal Wikimedia na hÉireann.

### “Ná fág aon chuid díot féin sa bhaile”

**Imeacht líonraithe LGBT** i gcomhar le Líonra Foirne LGBT, Coláiste na Tríonóide agus AMACH, Gaillimh.

# Láithreán gréasáin nua d'Oifig an Leas-Uachtaráin Comhionannais & Éagsúlachta

Tá Oifig an Leas-Uachtaráin Comhionannais agus Éagsúlachta i mbun láithreán gréasáin nua a chruthú áit a mbeidh rannóg faoi na polasaithe agus na nósanna imeachta cuí, deiseanna oiliúna, monatóireacht ar éagsúlacht, Athena SWAN agus clár oibre atá á bhforbairt faoi láthair ag an gCoiste Campais Comhionannais agus Éagsúlachta. Beidh an láithreán gréasáin mar fhoinsé lárnach eolais do gach gné a bhaineann le Comhionannas agus Éagsúlacht.



# Rannpháirtíocht Sheachtrach

I mí Lúnasa 2016 ghlac an Dr Jim Browne, ballraíocht fhoirmiúil thar ceann OÉ Gaillimh i gClub 30%. Is éard é Club 30% Grúpa de Chathaoirligh agus de Phríomhfheidhmeannaigh atá tiomanta do chothromaíocht inscne a fheabhsú ar gach leibhéal ina gcuid eagraíochtaí trí ghníomhaíochtaí deonacha. Bhí baint ghníomhach ag an Ollscoil i roinnt imeachtaí agus tionscnamh a reáchtáil Club 30% an bhliain acadúil seo atá caite, lena n-áirítear clár Meantóireachta Chlub 30%/IMI. Chuir OÉ Gaillimh beirt mheantóirí ar fáil don Chlub: an tUasal John Gibney, an Stiúrthóir Eastát agus Lorna Farren, Uasal, an Stiúrthóir Cumarsáide agus Margáiochta. Tá beirt chomhaltaí foirne ag glacadh páirte sa chlár seo chomh maith: Nicola McNicholas, Uasal, Cuntais Bhainistíochta agus Ann Ryan, Uasal, an Oifig Taighde – a bhain a gcuid áiteanna amach ar an gclár seo mar chuid de Ghradam an Uachtaráin do Shárchaighdeán sna Seirbhísí Tacaíochta i Márta 2017. Tá Scoil Ghnó Cairnes, OÉ Gaillimh ag comhoibriú le Club 30% chun scoláireacht MBA a thairiscint ar ár gclár Feidhmeach MBA a thosóidh i Meán Fómhair 2017, chun mná ardfheidhmíochta a chumasú leis na scileanna agus an mhuintir a theastaíonn uathu chun poist cheannaireachta shinsearach a bhaint amach in earnáil ghnó na hÉireann.



⌘ SEOLADH CLÁR SCOLÁIREACHTA CHLUB 30% 2017, AIBREÁN 2017: AN LEAS-UACHTARÁN COMHIONANNAIS AGUS ÉAGSÚLACHTA, AN tOLL ANNE SCOTT LE MARIE O'CONNOR, UASAL, COMHPHÁIRTÍ, PWC AGUS BALL DE GHRÚPA STIÚRTHA CHLUB 30% NA hÉIREANN AGUS CAROL ANDREWS, UASAL, CEANNASAÍ EMEA SERVICES, BNY MELLON, BALL DE GHRÚPA STIÚRTHA CHLUB 30%.



Ar an 25 Meán Fómhair 2017, eagróidh OÉ Gaillimh, i gcomhar le Club 30% agus KPMG, ócáid don phobal áitiúil chun iniúchadh a dhéanamh ar an gcás gnó do chomhionannas, éagsúlacht agus cuimsiú.

### Ócáidí cainte, comhoibrithe agus rannpháirtíochta comhdhála Oifig an Leas-Uachtaráin Comhionannais agus Éagsúlachta

Comhdháil Ollscoil Uladh: <i>Gender Equality and STEMM: the Future is Bright</i>	Ollscoil Uladh, Deireadh Fómhair 2016
Comhdháil LERU: <i>Gender in STEMM-academic</i>	Lund, 4-5 Deireadh Fómhair 2016
An Seachtú Fóram ar Chairt Éagsúlachta an AE	Caisleán Bhaile Átha Cliath, 18-19 Deireadh Fómhair 2016
Comhdháil GENOVATE: <i>I dTreo 2020: Learning from GENOVATE's implementation of Organizational Change for Gender Equality in research and innovation</i>	An Bhruiséil, 3 Samhain 2016
Comhdháil Deiridh FESTA Garcia	An Bhruiséil, 7 Samhain 2016
Comhdháil réigiúnach AIB	Gaillimh, 7 Márta 2017
Comhdháil Bhliantúil Chumann Reachtairí Mná na hEorpa	An Bhruiséil, Bealtaine 2017
Ócáid Réamhchomhdhála Atlantec: <i>Pearls of Wisdom</i>	Gaillimh, Bealtaine 2017
Comhdháil Inscne STEMM	Beirlín, Meitheamh 2017
Comhoibrithe le Merit Medical, Medtronic, GMIT, Coiste Stiúrtha Athena Swan na hÉireann	

## Achoimre

Bhí bliain thar a bheith gnóthach agus spreagúil againn, lán le gníomhaíochtaí agus imeachtaí a bhí ar siúl ar fud na hOllscoile chun feasacht a chur chun cinn agus chun rannpháirtíocht a mhéadú ar réimse saincheisteanna a bhaineann le comhionannas, éagsúlacht agus cuimsiú. Tá fáilte curtha ag pobal na hollscoile roimhe seo, agus thug go leor acu tacaíocht spreagúil agus fuinniúil dúinn. Tá súil ag an gCoiste Campais Comhionannais agus Éagsúlachta a bheith ag obair lenár gcomhghleacaithe ar fud na hOllscoile sa bhliain acadúil amach romhainn chun dul chun cinn a dhéanamh ar roinnt tionscadal tosaíochta.

# Tosaíochtaí Comhionannais, Éagsúlachta agus Cuimsithe 2017-2018



Ag cruinniú ar an 17 Bealtaine 2017 dhearbhaigh an Coiste Campais Comhionannais agus Éagsúlachta na tosaíochtaí seo a leanas don bhliain acadúil nua:

1

Míchumas – clár oibre forleathan a chur chun cinn lena n-áirítear comhairliúchán foirne

2

Idirnáisiúnú agus Éagsúlacht Chultúrtha – scrúdú iomlán a dhéanamh ar an gclár oibre agus an plean gnímh a thíocfaidh as sin a chur i bhfeidhm

3

LGBT: iniúchadh a dhéanamh agus líonra LGBT+ a bhunú

4

Plean gníomhaíochta Athena Swan le cur ar aghaidh ón 1 Meitheamh 2017

5

Monatóireacht leanúnach ar chur i bhfeidhm an GEAP



# Aguisín 1

## Ballraíocht an Choiste Campais Comhionannais agus Éagsúlachta

	Teideal an Phoist / Ionadaí	Teideal agus Ainm
<b>Cathaoirleach</b>	An Leas-Uachtarán Comhionannais agus Éagsúlachta	An tOll. Anne Scott
<b>Rúnaí</b>	Cúntóir Feidhmiúcháin, Oifig an Leas-Uachtaráin Comhionannais agus Éagsúlachta	Bridín Nic Dhonncha, Uasal
<b>Baill</b>	An Meabhránaí agus Uachtarán Ionaid	An tOll. Pól Ó Dochartaigh
	Déan, Coláiste na hEolaíochta	An tOll. Donal Leech
	Déan, Coláiste an Ghnó, an Bheartais Phoiblí, agus an Dlí	An tOll. John McHale
	Déan, Staidéir Iarchéime	An tOll. Lucy Byrnes
	An Leas-Uachtarán d'Eispéireas na Mac Léinn	An Dr Pat Morgan
	An Príomhoifigeach Oibriúcháin	An tUas. John Gill
	An Rúnaí Acadúil	Caroline Loughnane, Uasal
	Uachtarán Chomhaltas na Mac Léinn	An tUas. James McGovern
	An Leas-Uachtarán Comhionannais, Comhaltas na Mac Léinn	Megan Reilly, Uasal
	An Leas-Uachtarán Taighde	An tOll. Lokesh Joshi
	Déan, Gnóthaí Idirnáisiúnta	An tOll. Brian Hughes
	An Ceannasaí Comhionannais Deiseanna	Aoife Cooke, Uasal
	Ceannasaí na Seirbhísí do Mhic Léinn	An tUas. John Hannon
	An tIonad do Léann Domhanda na mBan	An Dr Nata Duvvury
	An Stiúrthóir Eastát	An tUas. John Gibney
	Stiúrthóir na Leabharlainne	An tUas. John Cox
	Stiúrthóir na hOifige Idirnáisiúnta	Anna Cunningham, Uasal
	Ceann Scoil na Fisice	An tOll. Andrew Shearer
	Ceann Scoil an Leighis	Carmel Malone, Uasal
	Ceann Scoil Ghnó agus Eacnamaíochta Cairnes	An Dr Tom Acton
	An Stiúrthóir Acmhainní Daonna	An tUas. John Gill (Gníomhach)

## Ballraíocht an Choiste Comhionannais, Éagsúlachta agus Cuimsithe

	Teideal an Phoist / Ionadaí	Teideal agus Ainm
<b>Cathaoirleach</b>	Ball Seachtrach an Údaráis	Sinéad Ní Fhatharta, Uasal
<b>Rúnaí</b>	Oifig an Leas-Uachtaráin Comhionannais agus Éagsúlachta	Tonya Watts, Uasal
<b>Baill</b>	An tUachtarán	An Dr Jim Browne
	Ball Seachtrach an Údaráis	An tUas. Conor Fottrell (ó Mheán Fómhair 2017)
	Ball Seachtrach an Údaráis	Madeline Taylor Quinn, Uasal
	Ball Inmheánach an Údaráis	An Dr Anne O'Connor
	Ball Inmheánach an Údaráis	An Dr Anthony Grehan
	Ball Inmheánach an Údaráis	Ursula Connolly, Uasal
	Ball Inmheánach an Údaráis	An tOll. Terry Smith
	Uachtarán Chomhaltas na Mac Léinn	An tUas. James McGovern
	Ball Inmheánach an Údaráis	An Dr Pat Morgan
	An Leas-Uachtarán Comhionannais agus Éagsúlachta	An tOll. Anne Scott



Tá OÉ Gaillimh tiomanta do chomhionannas deiseanna do gach comhalta foirne agus mac léinn beag beann ar ghnéas, stádas pósta, stádas teaghlaigh, gnéaschlaonadh, creideamh reiligiúnach, aois, míchumas, náisiúntacht nó bunadh eitneach nó náisiúnta, comhaltacht de phobal an Lucht Siúil nó creideamh nó comhaltacht mheasta pholaitiúil.



OÉ Gaillimh  
NUI Galway

# Comhionannas, Éagsúlacht agus Cuimsiú

Tuarascáil Bhliantúil 2016-2017

