



NUI Galway  
OÉ Gaillimh

# Equality, Diversity and Inclusion

Annual Report 2017-2018





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# 1 Foreword

I am delighted to write this foreword to NUI Galway's second annual Equality, Diversity, and Inclusion Report. This has been an eventful, impactful, and exciting year in our journey as an institution and in our continued work to lay the foundations for a truly inclusive environment at our university.

Colleagues in the Office of the Vice President for Equality and Diversity (OVPED) and members of the NUI Galway Equality, Diversity and Inclusion Campus Committee, with the assistance and engagement of many of the NUI Galway community, have had a busy schedule and made significant progress in achieving our vision of embracing diversity and diverse voices as a hallmark of our university.

During this academic year we have led, hosted and participated in many notable events and have made important achievements. From my perspective as President of our university, the following are of particular note:

- (a) The establishment and launch of the NUI Galway LGBT+ staff network. This engaged and energetic group have been particularly active in helping in the drafting of our new gender identity and gender expression policy and will take a lead role in mentoring and supporting the Allies network, to be established in the coming academic year.
- (b) The hosting last September of the NUI Galway/30% Club/KPMG "Growth Through Diversity" Initiative – this was an excellent afternoon of input and discussion with over 100 participants from both our university and the corporate world engaging and learning from each other.
- (c) The launch of the NUI Galway/Athena Swan Women in Leadership Seminar Series, with the inaugural seminar given by Professor Kristín Ingólfssdóttir, former and first female rector of the University of Iceland, on October 3rd, 2017. Professor Ingólfssdóttir served as rector for a period of 10 years (2005-2015) which included the financial crash, one of the most challenging times in the history of the university.
- (d) The launch in February of our University of Sanctuary campaign. This important campaign is supported by the work of a steering committee comprised of students and staff from across NUI Galway and is led by one of our alumnus. The

initiative has grown out of the student refugee society Fáilte. Great credit is due to the commitment and foresight that got this campaign off the ground, and I look forward to NUI Galway achieving University of Sanctuary status in the near future.

- (e) The achievement of Athena Swan Bronze in May 2018 by both the University and our School of Medicine. Particular thanks to the hard working members of both self-assessment teams (SATs). Particular congratulations to the School of Medicine on being the first School of Medicine in Ireland to achieve this accolade.
- (f) The holding of the first elections to determine the membership of Academic Council, based on college constituencies, and with a minimum requirement of 40% male and 40% female membership, in the history of NUI Galway. These elections were held in May 2018, and will lead to the complete reformation of Academic Council.

As this academic year draws to a close and our equality, diversity, and inclusion agenda continues to gain momentum, I would like to thank, personally, all colleagues involved for their engagement, energy, and commitment to this significant programme of work. This is important work, as yet unfinished.

I, and all our colleagues on the University Management Team, look forward to continuing to support this important agenda, in encouraging the increased involvement of all members of our university community, and in thus reflecting equality, diversity and inclusion as a strength of our university – and its hinterland – in our strategic development.

**Professor Ciarán Ó hÓgartaigh**  
*BComm (Galway), DipPrAcc (UCD),  
PhD (Leeds), FCA (Ireland)*

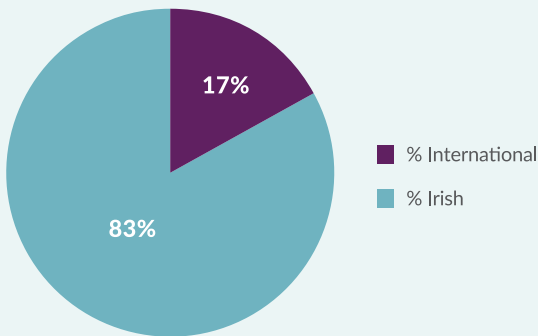
Uachtarán, OÉ Gaillimh  
President, NUI Galway



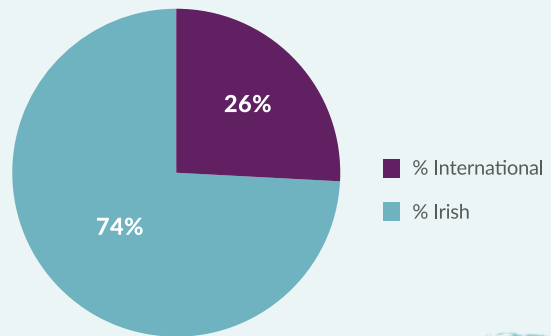
# 2 Introduction

In keeping with Galway city and county, NUI Galway is one of the most international universities in Ireland. The University has a culturally rich and diverse community with a population of 2,300 employees and more than 18,000 students, with both cohorts comprised of around 20% international or ethnic minority backgrounds. The student body is drawn from more than 110 countries worldwide and includes ethnic-minority Irish citizens, including members of the traveller community.

### Undergraduate Students



### Postgraduate Students



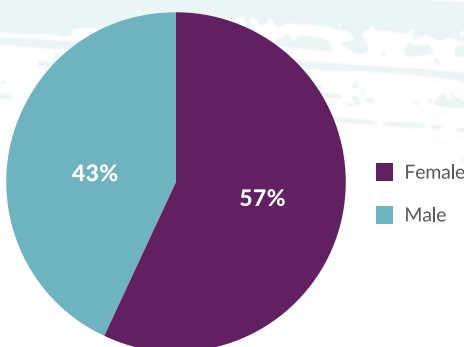
Among our international students we are delighted to congratulate Nargis Dewji who was recently named International Student of the Year at the national USI Awards 2018. Nargis, a final year commerce student from Tanzania, was recognised for her commitment to a wide and diverse range of voluntary activities from advocacy and activism, volunteerism, entrepreneurship and innovation, to support for international students and their needs.

NUI Galway sets out the aim, in its strategic plan Vision 2020, to ensure that NUI Galway is a university of choice, relevance, and renown in the eyes of the world, and to foster a culturally enriched, respectful, and accommodating campus environment.

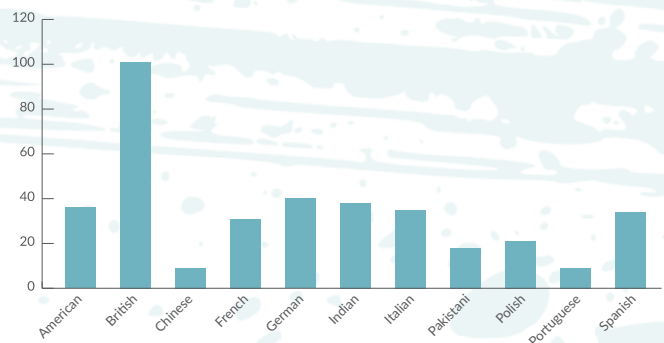


Figure 1: USI 2018 International Student of the Year Nargis Dewji

### All Staff by Gender 2018



### Top 10 Staff Nationalities (Excluding Irish)



### Age Profile of All Staff

Average Age of All Staff	44.6 Years Old
Average Age of Academic Staff	47.7 Years Old
Average Age of Research Staff	35.5 Years Old
Average Age of Support Services Staff	47.1 Years Old





áreas úi argrsdéain  
wardman building

Library



## 3 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 1998-2015, the Equal Status Acts 2000-2015, the Disability Act 2005.

This year marks the 20th Anniversary of the Employment Equality Acts 1998-2015 and much has been achieved in this time period. This Act was 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 permits '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 Act applies to all employees whether in the public or private sector, whether full-time or part-time or temporary. It applies to 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 traveller 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.

It is important to note that NUI Galway is an employer for the purposes of the Employment Equality Acts, but equally the University can be held liable for all of our actions. Employees as representatives of the University must comply with the provisions of this Act.

The Employment Equality Acts 1998-2015 are closely related to The Equal Status Acts 2000-2015. These Acts also prohibit discrimination on the same nine grounds but that discrimination is also prohibited in the

provision of goods and services, the provision of accommodation, and education. The Equal Status Acts place an obligation on the University to ensure that students as recipients of 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. Additionally, the Act requires public bodies to promote and support the employment of people with disabilities and to achieve a target of 3% of staff with disabilities. Every year the Irish Higher Education Institutes report to the HEA 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. NUI Galway met the target of 3% staff with disabilities as reported for 2017.

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". 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.





This year marks the 20th Anniversary of the Employment Equality Acts 1998-2015 and much has been achieved in this time period.

# 4 Equality, Diversity, & Inclusion Structures

On the basis of a recommendation from the NUI Galway (2016) Gender Equality Task Force and in light of the Public Sector Duty (Section 42 of the Irish Human Rights and Equality Commission Act 2014), the University has put in place robust governance structures to guarantee clear and consistent leadership, responsibility, accountability, and oversight of equality and diversity.



Figure 2: EDI Governance Hierarchy, NUI Galway

## EDIC

The Equality, Diversity and Inclusion Committee (EDIC), one of five sub-committees of Údarás na hOllscoile, was established in June 2017. During academic year 2017/18, the first full year of its operation, the committee convened four times to oversee the development of the strategic framework for equality, diversity, and inclusion in service provision and employment across the University.

The EDIC provides regular reports to Údarás na hOllscoile on University compliance with relevant legislation and on its performance in addressing and keeping abreast of relevant equality, diversity, and inclusion matters. In particular, the EDIC reports on progress in implementing the Gender Equality Action Plan (GEAP) developed from the recommendations of the NUI Galway Gender Equality Task Force and the recommendations from the HEA National Review of Gender Equality in Irish Higher Education Institutions.

Since its establishment the committee has met with Dr Gemma Irvine, Head of Policy and Strategic Planning,

HEA, Mr Donal Rice, Public Sector Duty Manager, IHREC, and the External Advisory Group on Gender Equality.

## EDI CAMPUS COMMITTEE

The Equality, Diversity and Inclusion Campus Committee (EDICC), established in October 2016, is composed of members from across the University, including senior decision makers and representatives from the Students' Union.

The EDICC reports to both the University Management Team (UMT) and to Údarás na hOllscoile, via the EDIC. The EDICC met on four occasions during academic year 2017/18 and progressed work via working groups in particular priority areas: gender equality, disability, cultural diversity, and LGBT+.



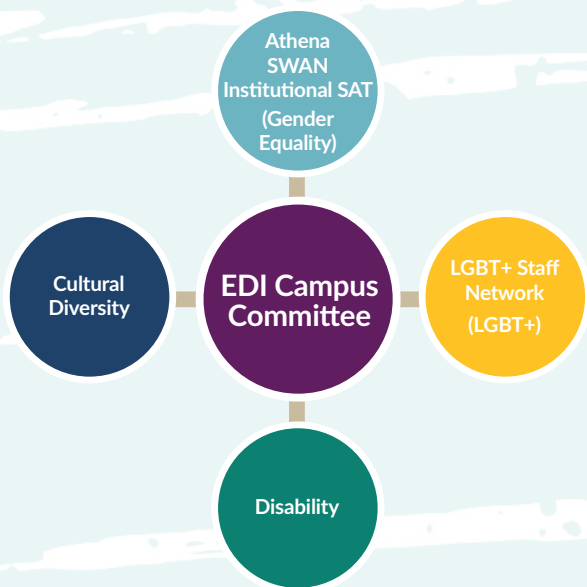


Figure 3: EDICC priority Working Groups

## DEVELOPING EDI STRUCTURES

The EDI structures within the University continue to evolve with the establishment of Athena SWAN Self-Assessment Teams/EDI committees in the Schools of Physics, Engineering, Medicine, Natural Sciences, Political Science & Sociology, Humanities, Nursing & Midwifery and the Support Services Directors Forum. College and School EDI committee structures will continue to develop throughout 2018/19.

During academic year 2017/18 Dr. Shivaun Quinlivan in the College of Business, Public Policy & Law, Dr. Gerry Molloy in the College of Arts, Social Sciences, and Celtic Studies, and Dr. Niall Madden in the College of Science, were appointed to the newly established posts of Vice-Dean for Equality & Diversity.

*“I look forward to developing this new role and building on the recent success of the Office of the VP for Equality and Diversity in leading improvements in Equality and Diversity at NUI Galway. It is my strong belief that a consistent commitment towards improving Equality and Diversity will not only contribute to enhanced staff wellbeing, but will provide the conditions that are essential for ensuring that our teaching, research and contribution to the community will flourish”.*



Figure 4: Dr Gerry Molloy Vice-Dean EDI CASSCS



*“I am delighted to be in a position to develop this new role of Vice Dean for Equality, Diversity and Inclusion. It is evident that equality, diversity and inclusion are now agenda items for all HEI’s both as a result of the internal Task force, the HEA report and now the new Implementation Task force under Minister Mitchell O’Connor. My goal is that my College could model best behaviour - that would be of benefit for our staff, our students and the institution as a whole.”*

Figure 5: Dr Shivaun Quinlivan Vice-Dean EDI CBPPL

*“I am honoured to be appointed to this role in the College of Science. Experience has shown that embedding principles of equality, diversity and inclusion requires both cultural and organisational change, but is necessary for the college to achieve its potential. I look forward to working with the leadership team in the college, and the wider university, to help deliver this change and making our college one that its entire community can be proud of”.*



Figure 6: Dr Niall Madden, Vice-Dean EDI CoS

# 5 EDICC Work Programmes

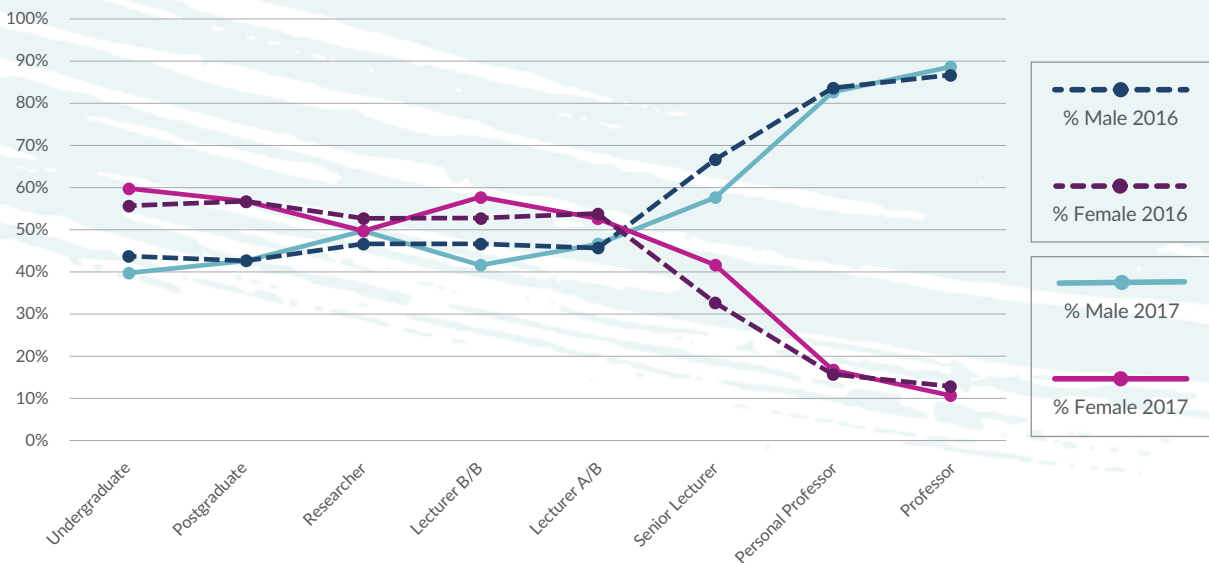
In academic year 2016/17, the EDICC scoped a programme of work comprising the following work streams, activities, and working groups which continued into 2017/18:

1. **Gender Equality**
2. **LGBT+**
3. **Disability**
4. **Cultural Diversity**

## 1. GENDER EQUALITY

The EDICC is pleased to report significant progress in the area of academic career progression. While analysis of staff profiles, categories, and grades shows that NUI Galway has achieved a good gender balance along the ‘career pipeline’ from postgraduate research to academic Lecturer grades historically, the 2017 round of promotions to Senior Lecturer has had a positive impact on the career pipeline at the Senior Lecturer grade across the University, improving the percentage of women to 40%. This is above the national average according to the report on institutional staff profiles by gender published recently by the HEA (2017).

**Academic Career Pipeline 2016-2017**



Of 33 promotions to Senior Lecturer in 2017, 19 women (58%) and 14 men (42%) were promoted. The promotions followed a number of positive action measures by the University to ensure a fair, transparent, and inclusive scheme, including:

- Comprehensive training for the assessment panels on gender equality and unconscious bias
- Gender balance on the assessment panel
- A robust mechanism for discounting caring and sick leave periods in the overall assessment
- The provision of information workshops for potential applicants
- The appointment of external advisors to oversee the assessment process
- The identification of a gender quota to ensure that a minimum of 40% women should be promoted - in the event the imposition of a quota was not required



This is a very positive development as it will increase the pool of qualified women to apply for promotion to professorship in the coming years.

There is also a discernible improvement in application rates and outcomes for women in the promotion rounds to Personal Professor in recent years, albeit numbers are still very small. One of the most important issues that the Athena SWAN Action Plan and Gender Equality Action Plan are addressing is the relatively low numbers of women in senior grades and positions across the University.

### Academic Promotions to Personal Professorship 2014-2017

	2014		2015		2016		2017		TOTAL		
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	% Female
Applicants	11	3	7	5	10	6	5	3	33	17	34%
Promoted	3	1	4	5	3	2	1	0	11	8	42%

### Athena SWAN

The University is delighted to report that NUI Galway has been awarded an Athena SWAN Bronze Institution Award, along with colleagues in the School of Medicine who have been conferred with a departmental level award.

The awards at Bronze level recognise that the University and the School of Medicine have demonstrated a solid foundation for eliminating gender bias and developing an inclusive culture that values all staff. The Athena SWAN Action Plan builds on the Gender Equality Action Plan and the implementation of many initiatives already put in place to advance gender equality at NUI Galway including:

- The introduction of gender quotas for University promotion schemes where applicable
- The institution of core hours for meetings (between 10 am and 4 pm) to facilitate the inclusion of those who may have caring responsibilities
- Inclusivity and unconscious bias training programmes and workshops for managers and staff
- Specific leadership development programmes for female staff
- Targeted supports for parents returning from leave, including research grants to help mitigate the impact of an extended leave period on research activities, return to work programmes, and a breastfeeding support group

In welcoming the result, President Ciarán Ó hÓgartaigh re-affirmed the support of the UMT for the implementation of the Athena SWAN three-year action plan.



Figure 7: Members of the Institutional Athena SWAN SAT

## Institute of Physics Project Juno

### **IOP** | Institute of Physics Juno Practitioner

The School of Physics became a Project Juno Supporter in 2010, and in 2013 NUI Galway was the first university in Ireland to be awarded Juno Practitioner status. The aim of Project Juno is to recognise and reward departments that can demonstrate they have taken action to address the under-representation of women in university physics and to encourage better practice for both women and men. See further information at: [www.nuigalway.ie/physics/juno/](http://www.nuigalway.ie/physics/juno/)

The Equality & Diversity Committee in the School of Physics are currently preparing to submit an application for Juno Champion status. If successful this Champion award, with the agreement of Advance HE, can be converted to a Silver Athena Swan departmental award. This would be a very significant achievement indeed and we wish our colleagues in Physics all the very best in their endeavors on this important agenda.

### Gender Equality Action Plan

The University, through the leadership of the OVPED, continues to implement the Gender Equality Action Plan (GEAP) which integrates the recommendations of both the NUI Galway Gender Equality Task Force and those of the Expert Group arising from the HEA National Review of Gender Equality in Irish Higher Education Institutions.

Of the 24 key recommendations of the NUI Galway Gender Equality Task Force articulated through the GEAP, 20 are either completed or on target for completion.

Notable achievements include the establishment of EDI governance structures, the restructuring and re-composition of Academic Council to meet the requirement to have a minimum of 40% men and 40% women on all key decision making committees in the University, the institution of a 'Meetings During Core Hours' policy, and regular events to increase the visibility of women and in particular women in leadership.

The GEAP progress is updated by the VPED on a bi-monthly basis and is available at: [www.nuigalway.ie/genderequality](http://www.nuigalway.ie/genderequality)

### External Advisory Group

The External Advisory Group (EAG) on gender equality was established in response to recommendation 1.1 of the NUI Galway (2016) Gender Equality Task Force. The second meeting of the EAG took place in NUI Galway on March 29th, 2018.



Figure 8: L-R Prof Paul Walton, Prof Anne Scott, Prof Jane Grimson, Prof Yvonne Galligan, Ms Aoife Cooke, Prof Tomas Brage



The Terms of Reference of the EAG are as follows:

1. To provide independent advice and guidance to the OVPED on the operationalisation and implementation of the recommendations of the Gender Equality Task Force in light of the developing evidence base on gender equality issues and interventions.
2. To assist the Vice President for Equality and Diversity in ensuring that the evolving Gender Equality Action Plan, to be approved by both UMT and Údarás na hOllscoile, is fit for purpose.
3. To be a source of external expertise, advice, and assurance to UMT and Údarás na hOllscoile with regards to the implementation of the recommendations of the Gender Equality Task Force and new developments internationally on this important agenda.
4. To provide independent advice and guidance to the University on issues of Equality and Diversity to help NUI Galway take a national leadership role in issues of diversity and inclusion, particularly gender equality.

During their visit the EAG members, Professor Tomas Brage, Professor Yvonne Galligan, Professor Jane Grimson, and Professor Paul Walton, held a number of meetings with University management including the following: EDIC; the President, Professor Ciarán Ó hÓgartaigh; the Registrar and Deputy President, Professor Pól Ó Dochartaigh; the Vice President for Equality and Diversity, Professor Anne Scott and her team; the Chief Operating Officer, Mr. John Gill; and the Director of Research, Dr. Aengus Parsons.

Feedback from this visit of the EAG was received and reviewed by the UMT and Údarás na hOllscoile.

## 2. LGBT+

During academic year 2016/17 the OVPED facilitated the groundwork and development of LGBT+ networking for staff. The emerging LGBT+ Staff Network was formally launched during Galway Pride week on August 8th, 2017 with the raising of the Pride flag at the Quadrangle by President James J. Browne, followed by a networking event.

The LGBT+ Staff Network progressed quickly in 2017/18 with the formation of an Executive Steering Committee, Terms of Reference, a website, and a range of event plans. The Steering Committee is currently composed of 9 staff members including representation from Research, Academic, and Professional Services staff.

The inaugural Annual General Meeting of the Network was held on Dec 8th, 2017 with a wonderful panel of speakers and turn-out. The first year since establishment has seen the Network move forward significantly due to the continued commitment of the Network members, the Steering Committee, and the support of the OVPED. Events hosted by the Network include: a talk by Dr Mary McAuliffe during International Women's Week, networking First Friday Coffee Mornings in Sult Bar at 10 am on the first Friday of every month, and a fundraising table quiz for Galway Pride 2018.

The LGBT+ Staff Network also plays a crucial role in the EDI Campus Committee as the working group for LGBT+ concerns and issues on campus. Current focus is on the roll-out of a campus-wide Ally Program, highlighting visible support for colleagues and students. The LGBT+ Staff Network are also progressing work on LGBT+ archives and collaboration with student groups. For further information visit the Network website, or email [LGBT@nuigalway.ie](mailto:LGBT@nuigalway.ie).



Figure 9: Pride flag flying at Quadrangle Building, NUI Galway



### 3. DISABILITY

With almost 1 in 5 (18%) of the Irish population having a disability (source: ESRI), NUI Galway recognises that disability is a normal part of our life experience and that we may not always know if a colleague or student has a disability.

In 2017/18 the Working Group on Disability has progressed work in a number of key areas to improve access and inclusion for staff and students:

- Consult with staff members via a broad Equality & Diversity culture survey to assist in understanding how we are currently including and supporting our employees with disabilities in the workplace.
- Expand disability support to ensure Non-EU students have equal access to supports that are determined by an individual needs assessment. In this regard the Working Group have developed a proposal to create a central fund to support all students with disabilities irrespective of their entry route to third-level education.
- Establish a process so that the design phase for all new capital projects includes consultation with the Disability Support Service to ensure new buildings are inclusive and universally accessible.
- Build general awareness of disability in our university by holding an event to highlight difficulties faced by staff and students on campus. The event will coincide with International Day of Persons with Disabilities 2018.

### 4. CULTURAL DIVERSITY

The Cultural Diversity work stream focuses on the inherent variety of the University community in terms of race, ethnicity, culture, language, religion, and experiential upbringing. This framework is influenced by the diversity not only of the student and staff body (which is drawn from over 110 countries), but also that of Galway city and the broader catchment area. Cultural diversity overlaps with, but is not restricted to, the interface of national and international staff and students: it also spans the diversity within our national (or 'domestic') population, the University's engagement with ethnic-minority Irish citizens (including members of the traveller community), and aspects of indigenous Irish language and culture.

This year, the Cultural Diversity Working Group has focused on four aims: development of systems to assist staff and students in navigating diversity at NUI Galway (e.g. intercultural sensitivity training); enhancement of University services to ensure balance and non-bias (e.g. mainstreaming service-recipients within common service systems); consultation with international staff to canvas experiences relating to diversity; and promotion of cultural diversity as a leadership value-system of the University. Progress towards all aims has been achieved, with the consultation exercise scheduled for the third quarter of 2018.





# 6 EDI Events & Initiatives 2017/18

Bring your whole self to work was a recurring theme throughout the 2017/18 events supported by the OVPED. Whether this was through the development of the LGBT+ Staff Network and events, or the family gatherings for colleagues to enjoy socializing, the impetus of the events calendar was to highlight the work/life divide and the importance of balancing the two. The OVPED initiatives also highlighted the work/life balance by introducing a new Women in Leadership Seminar series and bringing influential and inspirational speakers to campus, including Professor Kristín Ingólfssdóttir, Rector (President) Emerita of University of Iceland, and Professor Curt Rice, Rector (President) of Oslo Metropolitan University.

## FAMILY GATHERINGS



Figure 10: Galway Community Circus providing circus skills workshops for families



Figure 11: Families enjoying the sports activities provided by The Kingfisher Club

On July 15th, 2017 College Park was filled with circus fun while families enjoyed the weather with ice-cream and games. The face-painting was a big hit as always!



Figure 12: Mrs. Claus enthralled children with stories of the snow she brought in from the North Pole



Figure 13: The NUI Galway Staff Choir providing beautiful Christmas Carols

The NUI Galway Family Christmas Gathering took place during the snowy weekend on December 10th, 2017. Families enjoyed the farm animals, doughnuts, and visits with Mrs. Claus!



## LAUNCH OF LGBT+ STAFF NETWORK



Figure 14: President Dr. James Browne opening the flag raising ceremony August 2017



Figure 15: L-R Mr. Cameron Keighron, NUIG Societies Office, Ms. Megan Reilly, SU Welfare Officer, Dr. Chris Noone, Co-Chair LGBT+ Staff Network

Galway Pride 2017 saw the official launch of the NUI Galway LGBT+ Staff Network with the raising of the Pride flag by former President James Browne at the Quadrangle Building. The event was attended by over 70 colleagues who joined the President and others for a networking reception following the flag-raising.

## EXTERNAL ENGAGEMENT



Figure 16: L-R Ms Darina Barrett, KPMG, Professor Breda Sweeney, Professor Anne Scott



Figure 17: L-R Ms Brid Horan, 30% Club Ireland Steering Committee, President Dr James Browne, Ms Mary McGinley, KPMG

On September 25th, 2017 the 30% Club held its first event in Galway in partnership with NUI Galway and KPMG. The event was hosted in NUI Galway's ILAS building, and focused on the theme of "Growth through Diversity". Over 140 business leaders, academics, and MBA students joined in the event, which also formally recognized Ms Sandra Divilly the first recipient of the NUI Galway/30% Club Executive MBA scholarship.



Figure 18: L-R Col. Maureen O'Brien, Ms. Fiona Tierney, Professor Anne Scott, Ms. Margaret Sweeney, Ms. Marian Corcoran



The International Women's Forum (IWF), Ireland visited NUI Galway on April 26th and 27th, 2018. Marian Corcoran, former partner in Accenture and experienced business leader, led a panel discussion on "Women Leaders: Insights and Opportunities" including Col. Maureen O'Brien, the first woman to reach the rank of Lieutenant Colonel in the Irish Army and the first female Infantry Battalion Commander, Fiona Tierney, CEO of the Public Appointments Service, and Margaret Sweeney, former CEO of Post Bank Ireland and Aer Rianta. This panel discussion was attended by over 60 colleagues.

## SEMINARS

*As part of the roll-out of the gender equality action plan, in particular increasing the visibility of women in leadership and as leaders in STEMM, the OVPED and Athena SWAN SAT have instituted an annual 'Women in Leadership' Seminar Series. The inaugural seminar was held on Oct 3rd, 2017 with Professor Kristín Ingólfssdóttir, Rector (President) Emerita of University of Iceland speaking on "Leading a university through times of significant change."*



Figure 19: Professor Kristín Ingólfssdóttir, Rector Emerita University of Iceland



*Professor Curt Rice, President Oslo Metropolitan University, visited NUI Galway on June 11th, 2018 to speak with members of UMT, academics and researchers, and delivered an engaging keynote lecture on the University of Tromsø 'Promotion Project'.*

Figure 20: Professor Curt Rice, Rector Oslo Metropolitan University

## UNIVERSITY WOMEN'S NETWORK

The University Women's Network (UWN) held several informative events this year including "Decision making in the University – how does it happen?" and "Academic Council Reform". The UWN with the help of La Leche League and other colleagues facilitate a monthly Breastfeeding Support Group to provide peer-to-peer support for mothers. Meetings currently take place the third Wednesday of every month from 12-2 pm in the River Room.

The UWN AGM was held on October 13th, 2017 and had a large turn-out for an engaging round-table discussion.

### Spotlight: International Women's Week

International Women's Day took place on Thursday, March 8th 2018. The OVPED, in collaboration with UWN, 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 2018 from March 5th to 9th.



*"Excellence in higher education through gender equality"*

Figure 21: L-R Dr Rachel Hilliard, Dr Máire Geoghegan-Quinn, Professor Anne Scott, Ms Trina O'Neill

The University Women's Network hosted the keynote on IWD with an engaging and powerful reflection on "Excellence in higher education through gender equality" by Dr. Máire Geoghegan-Quinn. Throughout her career Dr. Geoghegan-Quinn has broken new ground, exemplified authenticity, and shown confidence and strong purpose in the exercise of power.



## 'Daughter of the Dagda' Art Exhibition

*Figure 22 Artists and School of Medicine SAT members at the launch of the Daughters of the Dagda exhibit*

The launch of 'Daughter of the Dagda' Art Exhibition was hosted by the School of Medicine Athena SWAN SAT. The multimedia exhibition of nine women artists explores the manner in which the female and the feminine have been portrayed in Irish mythology and iconography. Professor Andrew Murphy said: "The School of Medicine has identified gender diversity as a key objective for the next five years. More than half of medical students are now female and this diversity is not reflected in our senior school posts. The School has developed a comprehensive and radical plan to address this which is currently being rolled out."

### "Work & Love: Supporting your mental health in college and at home"

Drawing on his experience as a clinical psychologist and psychotherapist working with adults at various stages of life, Professor Gary Donohue, School of Psychology, facilitated a workshop on the experience of anxiety in the context of balancing home and work life. Attendees learned some practical steps for analysing and coping with the anxiety and stress we all encounter.

### "Same sex relationships among Irish revolutionary women"

Dr. Mary McAuliffe joined NUI Galway and the LGBT+ Staff Network in rounding out the IWD celebrations on campus with a talk on "Same sex relationships among Irish revolutionary women". Dr. McAuliffe is Assistant Professor in Gender Studies at UCD, specialising in Irish women's/gender history.





# 7 EDI Project Fund 2017/18

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 inaugural call for applications closed on November 24th 2017. Of the 25 applications received, the EDI Project Fund Sub-committee were delighted to award 13 grants for 2017/18, to a mix of staff and student projects across campus and priority themes.

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## ***A Research Project into Support Needs of Students with a Mental Health Disability***

Research will be commissioned to investigate the support needs of students with a mental health disability in order to facilitate their progress through university. **Funded: €1,000**

**Organisers:** Student Counselling Service and Disability Support Service: Geraldine Connolly and Bernie McGee

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## ***Celebrating Sheila Tinney***

The achievements of Sheila Tinney (née Power), one of Galway's most accomplished mathematicians, will be celebrated by unveiling a portrait of Tinney, along with an event to highlight her accomplishments. **Funded: €250**

**Organisers:** Equality, Diversity and Inclusion Working Group, School of Mathematics, Statistics and Applied Mathematics: Niall Madden

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## ***Christmas Party for those in Direct Provision***

Those in Direct Provision centres will be invited to become a part of the community, joining a Christmas party here in the University, with small gifts, a festive atmosphere and some festive treats. **Funded: €1,000**

**Organisers:** Students' Union, Impacte Society, Philosophy society, Fáilte Refugees society: Megan Reilly and Patricia O'Mahony

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## ***'Comediversity at NUIG'***

'Comediversity' is a new comedy movement that aims to welcome and celebrate difference by providing more equality-driven event nights throughout Ireland. **Funded: €600**

**Organisers:** Comedy Soc: Niall Horisk and Martin Warde

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## ***Cross Cultural Communication and Intercultural Awareness Training for Academic Staff***

Cross-Cultural Communication training tailored for Academic staff's needs will enable staff to have a greater understanding of the diversity within the classroom and be better prepared to manage situations that may arise in relation to cultural differences. **Funded: €600**

**Organisers:** J.E. Cairnes School of Business & Economics: Orla Naughton

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## ***Disability Open Day***

The Disability open 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:** IMPACTE Society members: Eliona Gjecaj, Eamon Gibbons, Colman O'Connell, Emer Coyne

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## ***Diversity After University***

Diversity after University invites numerous companies, such as Accenture, EA Games, Fidelity investments, to come to NUI Galway to talk about inclusion and diversity in the workplace for students interested in the work/life experience after university. **Funded: €500**

**Organisers:** GiGSoc: Sinead Ruane

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## ***Occupational Therapy Sensory and Exercise Program***

A group session in the gym will run two days a week during semester two to bridge the gap for students with a disability who wish to become more active on the college campus and to enhance quality of life on the campus for students with a disability. **Funded: €996**

**Organisers:** Disability Support Office: Emma Frawley – Senior Occupational Therapist, Treasa Farragher – Occupational Therapist

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## ***Peer mentoring program for students with Autism Spectrum Disorder***

A pilot Mentoring Program on campus to gain information about the needs of students with ASD while offering a fair, supportive, and encouraging environment that goes beyond the standard academic and psychological services already established. **Funded: €1,000**

**Organisers:** Keeley White and Geraldine Leader

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## ***School of Natural Science Postgraduate Student Survey***

The School of Natural Sciences Equality and Diversity Committee Postgraduate Representative and Deputy will survey their constituents in order to adequately represent their needs and concerns and invite them to a consultation lunch. **Funded: €595**

**Organisers:** Postgrad Reps on SNS Diversity and Equality Committee: Aileen Gill and Ana Marquesmendes

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## ***University of Sanctuary Campaign***

A campus-wide University of Sanctuary campaign will be initiated to promote inclusion and equity, specifically for those residing in Direct Provision or whom otherwise are barred access to education at NUI Galway due to their citizenship status. **Funded: €1,000**

**Organisers:** University of Sanctuary Steering Committee: Aidan Harte

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## ***Waving not Drowning' production at NUI Galway by Bread and Roses theatre group***

"Waving not Drowning" is a theatre production born of the need to create awareness and encourage social inclusion and de-stigmatisation of all groups; this project will seek to bring this production to NUI Galway's campus. **Funded: €550**

**Organisers:** Sarah Brennan

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## ***Women in Irish Geoscience Showcase 2018***

Host a nationwide annual showcase including guest speakers, an open question panel forum, and networking sessions for the Irish AWG Chapter (IAWG), a national initiative which aims to encourage women to enter into the field of geoscience and help the retention of women along the career ladder. **Funded: €500**

**Organisers:** Aoife Blowick

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### Spotlight: University of Sanctuary Initiative Launch

From a modest membership of six students in September 2017, the University of Sanctuary steering committee has expanded to include both academic and student support staff from various colleges and offices across the university, along with representatives from various student bodies, local NGO's, and advocacy groups.

In December, with the support of the Community Knowledge Initiative, the steering committee hosted the play 'Eire: Land of 100,000 Welcomes' in the O' Donoghue theatre to a full house of local secondary school pupils. The play, written by Mount Temple Comprehensive school students with some support from their teacher, was a social critique of the Direct Provision system in its current form.

Following the success of the play, the steering committee decided in early January to split the broader committee into various sub-committees (finance, policy, training & outreach, and events) which enabled more efficient planning and organisation. Representatives from the campaign's steering committee attended the national Places of Sanctuary conference towards the end of January, where they shared ideas and experiences with other Sanctuary groups from around the country.

The campaign was officially launched on February 22nd, 2018 on campus, and served to highlight the levels of support which the campaign had garnered. Speaking at the launch, the President of the University, Professor Ciarán Ó hÓgartaigh, offered his full support for the campaign, while Professor Siobhán Mullally stated that the University had a strong tradition of rights-based research, and that pursuing such a campaign required the full support of the University's top decision-makers. John Roycroft, Director of the Irish Refugee Protection Programme, also spoke about how the Government had been trying to reform the Direct Provision system, while offering further support to the national Places of Sanctuary movement. He stated that bottom-up movements would prove most effective when addressing issues surrounding asylum and human rights.

However, Victoria Chihumura, an NUI Galway student who had come through the Direct Provision system, spoke of how her experiences within the Direct Provision system left her feeling isolated and distant from her friends in secondary school, and called for its reform or abolishment. Simba Tshoga, a local direct provision resident, also spoke about how his involvement in the campaign had opened up a world of possibilities, and stated that access to education was vital for self-empowerment for those within the Direct Provision system, while also providing a meaningful means for integration to Irish society.

The launch was only one step in a long journey, and the steering committee will continue to work towards their goal of making Galway city a City of Sanctuary to coincide with its designation of European Capital of Culture in 2020.

This campaign follows the University of Sanctuary model, which can be reviewed at

<https://universities.cityofsanctuary.org/>.

*Figure 23: President Ciarán Ó hÓgartaigh, Ms. Sara Hakim, Director of the Places of Sanctuary Ireland Campaign, and the NUI Galway University of Sanctuary Steering Committee*





# 8 EDI Training and Development

## TRAINING PROGRAMMES

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

1. **Unconscious Bias Training** was instituted in October 2015 and to-date 378 members of staff have availed of the face-to-face workshop training. There are two options available for staff, the face-to-face workshops run each semester or an online Unconscious Bias module for refreshing knowledge. Face-to-face Unconscious Bias training is compulsory for all members of the University and Academic Management Teams, Heads of School, Deans of Colleges, Chairs of Committees, members of interview and promotion boards/panels, and other senior decision-makers.

2. The **LEAD (Living Equality and Diversity) Programme** is an innovative e-learning resource which was developed by six members of the IUA Equality Network (DCU, NUI Galway, TCD, UCC, UCD and UL). LEAD was developed in collaboration with Aurion Learning, and with the support of the Equality Authority and the Equality Mainstreaming Unit. The programme is currently under review, and a new and improved programme will be developed for all partners.

3. **Ramp-up (post-maternity) Workshops** were introduced in February 2017 and to-date 19 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 has highlighted the positive experience:

*“Opportunity to share with others – shared experiences, etc.”*

*“Thinking about what is important to me over the next 6 months – made me feel confident in my choices”*

*“Loved ‘how to have the difficult conversation!’”*

*“Practical, Supportive, Realistic and Empowering”*

4. **Managing Inclusively Workshops** were rolled-out in conjunction with the Ramp-Up workshop to provide training and support to line managers and supervisors in developing their understanding of best practice in relation to leave management. To-date 72 members of staff have undertaken these workshops. Feedback has noted key learning outcomes:

*“Engaging and thought provoking”*

*“New perspective on teamwork”*

*“Ability to discuss difficult subjects”*

5. **Dignity at Work: Equality and Diversity Training** was piloted in 2017/18. Three half-day sessions were run in the second semester with 26 members of staff attending. This training session aims to provide staff with an understanding of the key concepts of Dignity at Work through both the equality legislation and practical situations including how to address conflict, what is meant by inappropriate behaviours at work, and an individual’s responsibility to promote a workplace where respect for the dignity of every employee is maintained. Feedback to date has been very positive.

6. The **Aurora Leadership Development Programme** is a women-only leadership programme run by Advance HE. The programme provides an opportunity to develop leadership skills and gain valuable mentoring. Since 2015, the University has funded 57 women to undertake this programme.

These training opportunities are generally offered each semester, and are promoted as part of the Staff Development training calendar. Further information on EDI training and development is available on the OVPED website training page, or by emailing [VPequalityanddiversity@nuigalway.ie](mailto:VPequalityanddiversity@nuigalway.ie).

## RESEARCHER DEVELOPMENT CENTRE

In the Strategic Plan, Vision 2020, NUI Galway committed to implement a research career strategy, in order to foster excellence, innovation, and entrepreneurship. Linked to this objective, and also taking into consideration the recommendations of the NUI Galway Gender Equality Task Force, UMT approved the establishment of the Researcher Development Centre (RDC), aligned to the Research and Graduate Studies Offices. The RDC will support the professional development of researchers and the integration of all members of NUI Galway's research community, including post-graduate research students and contract researchers, as well as academic staff, by providing guidance on career management and planning and training in transferable skills. The Centre will work closely with research staff representatives, academic units, and specialist service providers, including Human Resources, the Career Development Centre, the Centre for Excellence in Learning and Teaching and the library, to champion the career development needs of NUI Galway's research community.

An appointment to the new post of Head of the Researcher Development Centre is imminent. The post-holder will lead on the establishment of the RDC and design and deliver initiatives to further the development of researcher's careers so that NUI Galway becomes an exemplar of best practice in terms of the career development of researchers and the destination of choice for excellent researchers.





# 9 EDI Policies & Procedures

The OVPED continues to work with colleagues in a variety of departments including Human Resources, Student Services, and the Registrar's Office to review and update relevant policies and procedures as needed.

## FLEXIBLE WORKING AND FAMILY-FRIENDLY POLICIES

A suite of policies are in place to support both parents' and carers' work/life balance, as well colleagues who would like a flexible working arrangement. The OVPED manages the following equal opportunity leave schemes: Career Break, Carers' Leave, Compassionate Leave, Force Majeure Leave, Academic Job-Share Scheme, Parental Leave, Part-time Working Scheme, and the Shorter Working Year Scheme.

The University also supports flexible working and family leave through full-pay Paternity Leave, the Meetings During Core Hours Policy, and the Flexible Working Hours Scheme.

## SUPPORT GRANTS

Two new grants, first introduced in academic year 2016-17, continue to be made available to support research-active academic staff who return after extended periods of leave connected with caring.

The Research Grant for Returning Academic Carers' provides up to €10,000 to staff members returning from extended leave connected with caring to re-engage and support independent research. To date 13 colleagues have availed of this grant upon their return.

The Athena SWAN Mid-Career Lecturer Research Capacity Building Grant provides up to €5,000 to staff members who have availed of leave connected with caring in the past 10 years to focus on their independent research. This grant is managed through the College Research Committees and has an open call for applications annually. The 13 colleagues who were awarded grants in 2017 were acknowledged at a luncheon hosted by the VP for Equality & Diversity.

Further information on these grants is available on the OVPED website.



Figure 24: Professor Anne Scott welcomes College Deans and Mid-Career Lecturer Research Capacity Building Grant awardees to an awards luncheon

## GENDER IDENTITY & GENDER EXPRESSION POLICY

In September 2017 the OVPED initiated the development of a Gender Identity & Gender Expression Policy for NUI Galway. The development was assisted by wide-ranging involvement with staff and student stakeholders, including Human Resources, Students' Union, a representative group of transgender students, the LGBT+ Staff Network, EDICC, SSDF, and Unions. The initial draft policy was circulated widely and we received helpful and insightful feedback. The final draft Gender Identity & Gender Expression Policy is due to go before the UMT during the summer of 2018, and will be in place for the 2018/19 academic year.

This policy development aims to further enhance and enculturate the ideas of equality, diversity and inclusion within NUI Galway. It clearly 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.

## EQUAL OPPORTUNITIES POLICY

The existing Equal Opportunities policy is currently under review and will be updated in line with best practice and equality legislation. The policy will reflect NUI Galway's commitment to the eradication of unfair and discriminatory practices, direct and indirect, however and whenever they occur, and aims to ensure that concepts of diversity and equality of opportunity are enshrined in its values and objectives.





# 10 OVPED Website

The Office of the Vice-President for Equality and Diversity website is up and running! Visit us at

[www.nuigalway.ie/equalityanddiversity](http://www.nuigalway.ie/equalityanddiversity)

The website houses OVPED policies and action plans, as well as event information, training, and resources such as recent equality publications and HEA reports.





# 11 EDI Priorities 2018/19

The 2018 Equality, Diversity, and Inclusion Culture Survey will inform the priorities for all working groups, drawing on the data collected to highlight future aims and objectives.

## Gender Equality:

Integrate GEAP and Athena SWAN Action Plans  
Progress School-level Athena SWAN applications  
Monitor and Implement Action Plan

## LGBT+:

Gender Identity & Gender Expression policy launch  
Ally Program

## Disability:

Reasonable Accommodation policy  
Awareness & Training

## Cultural Diversity:

Equality-proofing teaching and assessment  
Strategy on linguistic developments on campus





# 12 Summary

As reported here, there has been significant progress in 2017/18 against our priority targets and objectives for equality, diversity and inclusion at NUI Galway.

In particular, implementation of the 2016 Gender Equality Action Plan (GEAP) is on track with 20 out of the 24 recommendations of the NUI Galway Gender Equality Task Force either completed or in progress to meet the implementation deadline.

NUI Galway was awarded an Athena SWAN Bronze institution award this year, along with colleagues in the School of Medicine who have been awarded a departmental level award. The attainment of an Athena SWAN Bronze award was identified as a key priority in the University's Strategic Plan 2015-2020.

There have been notable improvements in the number of women being promoted to senior academic grades. The percentage of women at Senior Lecturer grade is now > 40%, bringing NUI Galway above the national average for women at this grade (HEA Institutional Staff Profiles by Gender, 2017).

Academic council has been restructured to meet the minimum requirement of 40% male and 40% female membership.

There has also been substantial progress in all work streams identified in academic year 2016/17, including the formation of an LGBT+ Network and a 2018 University Culture survey. Working groups on cultural diversity and disability have identified measures to further equality and inclusivity in those areas.

The OVPED is committed to gathering equality data throughout the year to ensure the required supports are in place and policies are being implemented, including recruitment information, committee audits, and audits of staff with disabilities. The OVPED has a stated aim to improve monitoring on all nine protected equality grounds.

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 2018/19.





NUI Galway  
OÉ Gaillimh

## EQUALITY, DIVERSITY AND INCLUSION

ANNUAL REPORT 2017-2018





OÉ Gaillimh  
NUI Galway

# Comhionannas, Éagsúlacht agus Cuimsiú

Tuarascáil Bhliantúil 2017-2018





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# 1 Brollach

Tá an-áthas orm an brollach seo a chur leis an dara Tuarascáil Bhliantúil faoi Chomhionannas, Éagsúlacht agus Cuimsiú ó OÉ Gaillimh. Tá bliain ghnóthach curtha isteach againn ar an turas ar a bhfuilimid mar institiúid agus ó thaobh na hoibre atá ar siúl againn go leanúnach le timpeallacht ina nglactar le cách a chothú san ollscoil seo, agus b'iontach an chaoi a raibh toradh ár saothair chomh feiceálach sin.

Bhí ár gcomhghleacaithe in Oifig an Leas-Uachtaráin Comhionannais agus Éagsúlachta (OVPEd) agus baill Choiste Comhionannais, Éagsúlachta agus Cuimsithe Champas OÉ Gaillimh, le cabhair agus ionchur ó go leor de phobal OÉ Gaillimh, an-ghnóthach i mbliana. Tá an-dul chun cinn déanta acu ag fíorú na físe atá againn go gcuirfí fáilte roimh an éagsúlacht agus glórtha éagsúla agus go mbeadh an fháilte sin ina tréith shainiúil de chuid na hollscoile seo.

I rith na bliana acadúla seo bhí go leor imeachtaí móra ar siúl a raibh muid páirteach iontu, á stiúradh agus á n-óstáil agus d'éirigh linn go leor a chur i gcrích. Ó mo thaobhsa de, mar Uachtarán ar an ollscoil seo, is cúis suntais na bearta seo a leanas, go háirithe:

- (a) Bunú agus seoladh líonra foirne LGBT+ OÉ Gaillimh. Bhí an grúpa díograiseach fuinniúil seo thar a bheith gníomhach ag cuidiú linn ár bpolasáí féiniúlachta inscne agus léirithe inscne nua a dhréachtú agus beidh ról ceannasach acu i mbun meantóireachta agus ag tacú leis an ngréasán Comhghuaillithe, atá le bunú an bhliain acadúil seo chugainn.
- (b) Tionscnamh “Growth Through Diversity” OÉ Gaillimh/Chlub 30%/KPMG a óstáil i mí Mheán Fómhair anuraidh – tráthnóna den scoth a bhí anseo ina raibh breis agus 100 rannpháirtí ón ollscoil seo agus ón earnáil chorparáideach ag cur agus ag cúiteamh agus ag foghlaim óna chéile.
- (c) Seoladh Shraith Seimineár OÉ Gaillimh/Athena Swan – Mná i mbun Ceannaireachta. Ba í an tOllamh Kristín Ingólfssdóttir, an chéad bhean a bhí ina reachtaire ar Ollscoil na hÍoslainne, a thug an chéad seimineár an 3 Deireadh Fómhair 2017. Bhí an tOllamh Ingólfssdóttir ina reachtaire ar feadh 10 mbliana (2005-2015). Ba sa tréimhse sin a tharla an ghéarchéim airgeadais, agus bhí sí ar cheann de na tréimhsí ba dhúshlánaí i stair na hollscoile.
- (d) Seoladh ár bhfeachtais Ollscoile Tearmainn i mí Feabhra. Tá coiste stiúrtha ar a bhfuil mic léinn agus comhaltaí foirne as gach rannóg de chuid OÉ

Gaillimh ag obair go cruá ar an bhfeachtas seo agus is alumnus dár gcuid atá ina bhun. D'fhás an tionscnamh as an gcumann mac léinn do dhéanaithe, Fáilte. Tá an-bhuíochas ag dul don tiomantas agus don fhadhbheathnaitheacht a chuir borradh faoin bhfeachtas seo, agus tá súil agam go mbainfidh OÉ Gaillimh stádas Ollscoile Tearmainn amach go luath.

- (e) Creidiúnú Cré-umha Athena Swan a bheith bainte amach ag an Ollscoil agus ag Scoil an Leighis araon i mí Bealtaine 2018. Tá buíochas ar leith ag dul do bhaill an dá fhoireann fhéinmheasúnaithe (SATanna) a d'oibrigh go cruá. Comhghairdeas go háirithe le Scoil an Leighis arb í an chéad Scoil Leighis in Éirinn í a bhain an gradam seo amach.
- (f) Reáchtáladh toghcháin le baill na Comhairle Acadúla a cheapadh, bunaithe ar réimsí léinn na gcoláistí, ina raibh sé riachtanach gur fir iad 40% de na baill agus gur mná iad 40% díobh, den chéad uair i stair OÉ Gaillimh. Tionóladh na toghcháin seo i mí Bealtaine 2018, agus beidh an Chomhairle Acadúil athraithe ó bhonn feasta.

Agus sinn ag druidim le deireadh na bliana acadúla seo, tá ár gclár oibre comhionannais, éagsúlachta agus cuimsitheachta ag dul ó neart go neart. Ba mhaith liom, go pearsanta, buíochas a ghabháil le mo chomhghleacaithe ar fad as an díograis, an fuinneamh agus an tiomantas atá léirithe acu don chlár oibre tábhachtach seo. Obair thábhachtach atá anseo, agus níl sí ach ina tús.

Tá mé féin agus ár gcomhghleacaithe ar fad ar Fhoireann Bainistíochta na hOllscoile ag súil le leanúint orainn ag tacú leis an gclár oibre tábhachtach seo, agus táimid ag iarraidh gach ball de phobal na hollscoile a spreagadh le bheith páirteach ann, agus dá réir, go léireoisim an comhionannas, an éagsúlacht agus an chuimsitheacht mar láidreacht de chuid na hOllscoile seo – agus an cheantair mórthimpeall uirthi – inár bhforbairt straitéiseach.



**An tOllamh Ciarán Ó hÓgartaigh**  
BComm (Gaillimh), DipPrAcc (COBÁC),  
PhD (Leeds), CA (Éire)

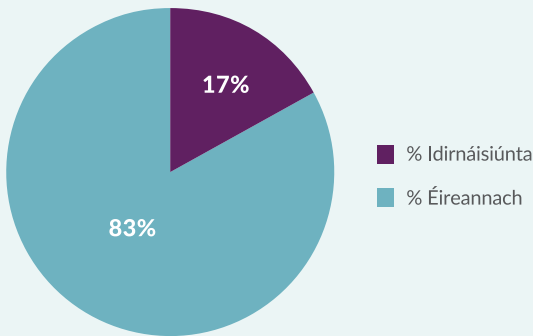
Uachtarán, OÉ Gaillimh  
President, NUI Galway



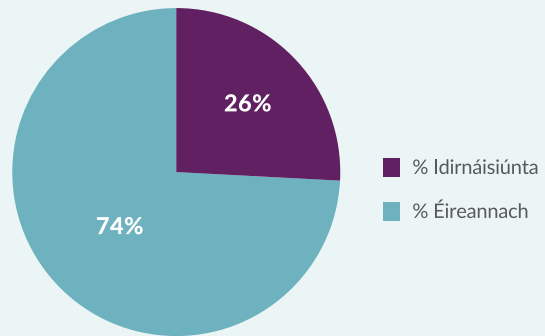
## 2 Réamhrá

Tá OÉ Gaillimh ar cheann de na hollscoileanna is idirnáisiúnta in Éirinn, díreach ar nós chathair agus chontae na Gaillimhe. Tá pobal a bhfuil saibhreas agus inchineálacht cultúir ag baint leo ag an Ollscoil. Tá 2,300 fostaí agus níos mó ná 18,000 mac léinn san Ollscoil, agus is ó chúlra idirnáisiúnta nó ó mhionlach eitneach thart ar 20% den dá ghrúpa sin. Is ó 110 tír ar fud na cruinne na mic léinn agus ina measc tá saoránaigh Éireannacha ó mhionlaigh eitneacha, baill den Lucht Siúil san áireamh.

### Mic Léinn Fochéime



### Mic Léinn Iarchéime



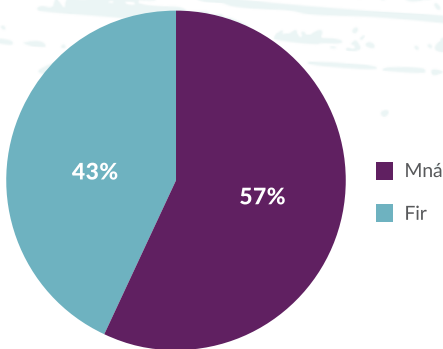
Tá áthas orainn comhghairdeas a dhéanamh le Nargis Dewji, duine dár mic léinn idirnáisiúnta, a ainmníodh mar Mhac Léinn Idirnáisiúnta na Bliana le déanaí ag Gradaim 2018 Aontas na Mac Léinn in Éirinn. Tugadh aitheantas do Nargis, ar mac léinn sa bhliain deiridh de chéim thráchtála í, as a tiomantas do raon leathan éagsúil gníomhaíochtaí deonacha lena n-áirítear abhcóideacht agus gníomhaíochas, obair dheonach, fiontraíocht agus nuálaíocht, agus tacaíocht do mhic léinn idirnáisiúnta agus a gcuid riachtanas.

Ina phlean straitéiseach Fís 2020, cuireann OÉ Gaillimh roimhe a bheith ina ollscoil tharraingteach, thábhachtach, ollscoil a bhfuil cáil uirthi i súile an domhain, agus timpeallacht champais a chothú atá saibhir ó thaobh cultúir de, ina mbeidh meas ag daoine ar a chéile, agus ina dtabharfar cabhair dá chéile.

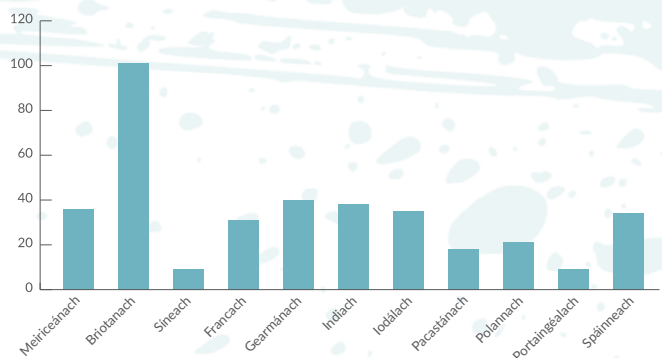


Íomhá 1: Nargis Dewji, Mac Léinn Idirnáisiúnta Aontas na Mac Léinn 2018

### Gach Comhalta Foirne de réir Inscne 2018



### Na 10 Náisiúntacht is Coitianta i measc na Foirne (Seachas Éireannach)



### Próifil Aoise gach Comhalta Foirne

Meánaois gach Comhalta Foirne	44.6 Bliain d'Aois
Meánaois na gComhaltaí Foirne Acadúla	47.7 Bliain d'Aois
Meánaois na gComhaltaí Foirne Taighde	35.5 Bliain d'Aois
Meánaois na gComhaltaí Foirne Tacaíochta	47.1 Bliain d'Aois





áreas úi argrsdéain  
wardman building

Library



## 3 Creatlach Reachtach

Cuimsíonn an chreatlach reachtach a rialaíonn comhionannas, éagsúlacht agus cuimsiú roinnt Achtanna de chuid an Oireachtais: Na hAchtanna um Chomhionannas Fostaíochta, 1998-2015, na hAchtanna um Stádas Comhionann, 2000-2015, an tAcht um Míchumas, 2005.

Tá sé fiche bliain i mbliana ó tháinig na hAchtanna um Chomhionannas Fostaíochta, 1998-2015 i bhfeidhm agus baineadh go leor amach le linn na tréimhse sin. Tugadh an tAcht seo isteach chun comhionannas a chur chun cinn san ionad oibre. Leis an Acht seo cuirtear cosc ar idirdhealú díreach agus indíreach, gnéaschiapadh agus ciapadh de chineálacha eile, agus íospairt. Faoi Acht éilítear go ndéantar freastal réasúnta ar dhaoine faoi mhíchumas agus ceadaítear ‘idirdhealú dearfach’. Faoi ‘idirdhealú dearfach’ bíonn sé de chead ag fostóirí céimeanna a ghlacadh chun comhionannas a chur chun cinn, go háirithe maidir le hinscne, daoine faoi mhíchumas, daoine ón lucht siúil, agus fostaithe os cionn 50 bliain d’aois.

Baineann an tAcht le gach fostaí cibé acu san earnáil phoiblí nó phríobháideach, cibé acu lánaimseartha nó páirtaimseartha nó sealadach atá siad. Baineann sé le ceardchumainn, comhlachtaí gairmiúla, gníomhaireachtaí fostaíochta, agus comhlachtaí gairmoiliúna. Ní féidir le fostóirí idirdhealú i gcoinne aon fhostaí nó aon fhostaí féideartha ar bhonn aon cheann de na naoi bhforas cosanta, is iad sin: aois, cine, inscne, míchumas, stádas sibhialta, stádas teaghlach, gnéaschlaonadh, creideamh, agus ballraíocht den lucht siúil. Tá cosc ar idirdhealú i bhfógraíocht, pá, teacht ar fhostaíocht, téarmaí agus coinníollacha fostaíochta, oiliúint, ardú céime nó athghrádú, soláthar gairmoiliúna, agus dífhostú.

Tá sé tábhachtach a thabhairt faoi deara gur fostóir chun críocha na hAchtanna um Chomhionannas Fostaíochta é OÉ Gaillimh, ach chomh maith leis sin tá an Ollscoil freagrach i leith gach ceann dár ngníomhaíochtaí. Agus iad ag feidhmiú mar ionadaithe na hOllscoile ní mór d’fhostaithe cloí le forálacha an Achta seo.

Tá na hAchtanna um Chomhionannas Fostaíochta, 1998-2015 ceangailte go dlúth leis na hAchtanna um Stádas Comhionann, 2000-2015. Tá cosc sna hAchtanna seo ar idirdhealú freisin ar bhonn na naoi bhforas chéanna ach tá cosc ar an idirdhealú sin chomh maith i soláthar earraí agus seirbhísí, soláthar cóiríochta, agus oideachas.

Leagann na hAchtanna um Stádas Comhionann dualgas ar an Ollscoil a chinntiú nach ndéantar idirdhealú ar mhic léinn atá i mbun oideachas a fháil, nach ndéantar ciapadh orthu, agus go ndéantar freastal réasúnta ar mhic léinn faoi mhíchumas.

Leagann an tAcht um Míchumas, 2005 dualgas reachtúil ar sholáthróirí seirbhíse poiblí tacú le rochtain ar sheirbhísí agus ar áiseanna do dhaoine faoi mhíchumas. Ina theannta sin, faoi Acht ní mór do chomhlachtaí poiblí tacú le fostú daoine faoi mhíchumas ionas go mbainfí amach an sprioc go mbeadh 3% den fhoireann ina ndaoine faoi mhíchumas. D’fhonn an sprioc seo a bhaint amach cuireann institiúidí ardoideachais na hÉireann tuarascáil faoi bhráid an Údarás um Ard-Oideachas gach bliain maidir le líon agus céatadán na gcomhaltaí foirme atá faoi mhíchumas. Bíonn an fhaisnéis seo mar chuid den tuarascáil a ullmhaíonn coiste monatóireachta na Roinne Oideachais agus Scileanna don Údarás Náisiúnta Míchumais. Tuairiscíodh gur bhain OÉ Gaillimh amach an sprioc go mbeadh 3% den fhoireann ina ndaoine faoi mhíchumas in 2017.

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 ina n-idirghníomhaíocht lena bhfoireann agus leo siúd a gcuireann siad seirbhísí ar fáil dóibh, chun deireadh a chur le leithcheal, chun comhionannas deiseanna a chur chun cinn agus chun cearta an duine a chosaint. Caithfidh an Ollscoil tuarascáil bhliantúil a chur ar fáil ar a mbeidh teacht ag an bpobal ina mbeidh sonraí faoi fhorbairtí agus faoi thionscnaimh i gcomhréir le dualgas na hEarnála Poiblí.

Mar chuid dár bplean straitéiseach Fís 2020, tá sé mar phríomhaidhm straitéiseach ag OÉ Gaillimh a bheith ina ollscoil a chuireann timpeallacht oibre ar fáil atá cothrom, tacúil agus spreagúil ina n-oibríonn mic léinn agus comhaltaí foirme le chéile ar bhealach freagrach: “ag obair le chéile mar fhoireann mhuiníneach, agus meas againn ar bharr feabhais, comhpháirtíocht, tiomantas, forbairt ghairmiúil agus ceannaireacht”. 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 comhionannais, éagsúlachta agus cuimsithe.





Tá sé fiche bliain i mbliana ó tháinig na hAchtanna um Chomhionannas Fostaíochta, 1998-2015 i bhfeidhm agus baineadh go leor amach le linn na tréimhse sin.

# 4 Struchtúir Chomhionannais, Éagsúlachta & Chuimsithe

Ar bhonn moladh ón Tascfhórsa ar Chomhionannas Inscne in OÉ Gaillimh (2016) agus i bhfianaise dhualgas na hEarnála Poiblí (alt 42 den Acht um Choimisiún na hÉireann um Chearta an Duine agus Comhionannas, 2014), chuir an Ollscoil struchtúir rialachais láidre i bhfeidhm chun ceannaireacht, freagracht, cuntasacht, agus maoirseacht ar chomhionannas agus éagsúlacht atá soiléir seasmhach a dheimhniú.



Íomhá 2: Ordlathas Rialachais maidir le Comhionannas, Éagsúlacht agus Cuimsíú, OÉ Gaillimh

## AN COISTE COMHIONANNAIS, ÉAGSÚLACHTA AGUS CUIMSITHE (EDIC)

Bunaíodh an Coiste Comhionannais, Éagsúlachta agus Cuimsithe (EDIC), ceann de chúig fhochoiste d'Údarás na hOllscoile, i mí an Mheithimh 2017. I rith na bliana acadúla 2017/18, an chéad bhliain iomlán a raibh sé ag feidhmiú, tháinig an coiste le chéile ceithre huairte chun maoirseacht a dhéanamh ar fhorbairt an chreata straitéisigh comhionannais, éagsúlachta, agus cuimsithe maidir le fostaíocht agus seirbhísí a sholáthar san Ollscoil.

Cuireann EDIC tuairiscí rialta faoi bhráid Údarás na hOllscoile faoin gcaoi a bhfuil an Ollscoil ag cloí le reachtaíocht ábhartha agus faoin gcaoi a bhfuil sí ag feidhmiú chun aghaidh a thabhairt ar shaincheisteanna comhionannais, éagsúlachta agus cuimsithe agus faoin gcaoi a bhfuil sí ag déanamh monatóireachta ar na saincheisteanna sin. Go háirithe, tuairiscíonn EDIC faoin dul chun cinn maidir le cur i bhfeidhm an Phlean Gníomhaíochta do Chomhionannas Inscne (GEAP), plean a cuireadh le chéile de thoradh moltaí ón Tascfhórsa ar Chomhionannas Inscne, OÉ Gaillimh agus ón

Athbhreithniú Náisiúnta maidir le Comhionannas Inscne in Institiúidí Ard-Oideachais in Éirinn a rinne an tÚdarás um Ard-Oideachas.

Ó bunaíodh an Coiste tháinig an Dr Gemma Irvine, Ceannasaí ar Pholasaí agus Pleanáil Straitéiseach san Údarás um Ard-Oideachas, an tUasal Donal Rice, Bainisteoir Dualgais na hEarnála Poiblí, IHREC, agus an Grúpa Comhairleach Seachtach ar Chomhionannas Inscne os a chomhair.

## COISTE COMHIONANNAIS, ÉAGSÚLACHTA AGUS CUIMSITHE AN CHAMPAIS (EDICC)

Bunaíodh EDICC i mí Dheireadh Fómhair 2016, agus tá baill ó gach cearn den Ollscoil, cinnteoirí sinsearach agus ionadaithe ó Chomhaltas na Mac Léinn, páirteach ann.

Tuairiscíonn EDICC d'Fhoireann Bainistíochta na hOllscoile agus d'Údarás na hOllscoile araon, trí EDIC. Tháinig EDICC le chéile ceithre huairte le linn bhliain acadúil 2017/18 agus leanadh ar aghaidh leis an obair trí ghrúpaí oibre i réimsí tosaíochta ar leith: comhionannas inscne, míchumas, éagsúlacht chultúrtha, agus LGBT+.





Íomhá 3: Grúpaí Oibre Tosaíochta EDICC

## STRUCHTÚIR EDI A FHORBAIRT

Bíonn struchtúir EDI laistigh den Ollscoil ag síorathrú ó bunaíodh foirne féinmheasúnaithe Athena SWAN/coistí EDI i Scoileanna na Fisce, na hInnealtóireachta, an Leighis, na nEolaíochtaí Nádúrtha, na hEolaíochta Polaitiúla & na Socheolaíochta, na nDaonnachtaí, an Altranais & an Chnámhseachas, agus i bhFóram Stiúirthóirí na Seirbhísí Tacaíochta. Leanfar ar aghaidh le struchtúir coistí EDI a fhorbairt i gColáistí agus i Scoileanna le linn 2018/19.

I rith na bliana acadúla 2017/18 ceapadh an Dr Shivaun Quinlivan ó Choláiste an Ghnó, an Bheartais Phoiblí & an Dlí, an Dr Gerry Molloy ó Choláiste na nDán, na nEolaíochtaí Sóisialta agus an Léinn Cheiltigh, agus an Dr Niall Madden ó Choláiste na hEolaíochta ina Leas-Déan Chomhionannais & Éagsúlachta, poist nuabhunaithe.

*“Táim ag tnúth leis an ról nua seo a fhorbairt agus le cur lena bhfuil bainte amach le déanaí ag Oifig an Leas-Uachtaráin Comhionannais agus Éagsúlachta chun cúrsaí Comhionannais agus Éagsúlachta a fheabhsú in OÉ Gaillimh. Creidim go láidir go gcuirfidh tiomantas leanúnach maidir le Comhionannas agus Éagsúlacht a fheabhsú go mór le folláine fheabhsaithe na foirne, agus ní hamháin sin ach go spreagfaidh sé na coinníollacha is gá lena chinntiú go mbeidh rath ar an gcion a dhéanfaimid ó thaobh teagaisc, taighde agus leas an phobail de.”*

Íomhá 4: An Dr Gerry Molloy, Leas-Déan EDI Choláiste na nDán, na nEolaíochtaí Sóisialta agus an Léinn Cheiltigh



*“Tá lúcháir orm a bheith in ann an ról nua mar Leas-Déan Comhionannais, Éagsúlachta agus Cuimsithe a fhorbairt. Mar thoradh ar an Tascfhórsa inmheánach, tuarascáil an Údaráis um Ard-Oideachas, agus anois an Tascfhórsa nua Feidhmithe faoin Aire Mitchell O’Connor is léir go bhfuil comhionannas, éagsúlacht agus cuimsiú ar an gclár oibre ag gach institiúid ardoideachais. Is é atá mar aidhm agam go dtabharfaidh mo Choláiste dea-shampla ó thaobh iompair de agus go mbainfidh ár bhfoireann, ár mic léinn agus an institiúid ina hiomláine tairbhe as.”*

Íomhá 5: An Dr Shivaun Quinlivan, Leas-Déan EDI Choláiste an Ghnó, an Bheartais Phoiblí & an Dlí

*“Is mór an onóir dom a bheith ceaptha sa ról seo i gColáiste na hEolaíochta. Is léir go dteastaíonn athrú cultúrtha agus eagraíochtúil chun prionsabail an chomhionannais, na héagsúlachta agus an chuimsithe a neadú, ach tá gá leis na hathruithe sin má bhíonn an coláiste chun a phoitéinseal a bhaint amach. Tá mé ag súil le dul i mbun oibre leis an bhfoireann cheannaireachta sa choláiste, agus san ollscoil trí chéile, chun an t-athrú seo a chur i bhfeidhm ionas go mbeidh an pobal go léir bródúil as ár gcoláiste.”*

Íomhá 6: An Dr Niall Madden, Leas-Déan EDI Choláiste na hEolaíochta



# 5 Cláir Oibre EDICC

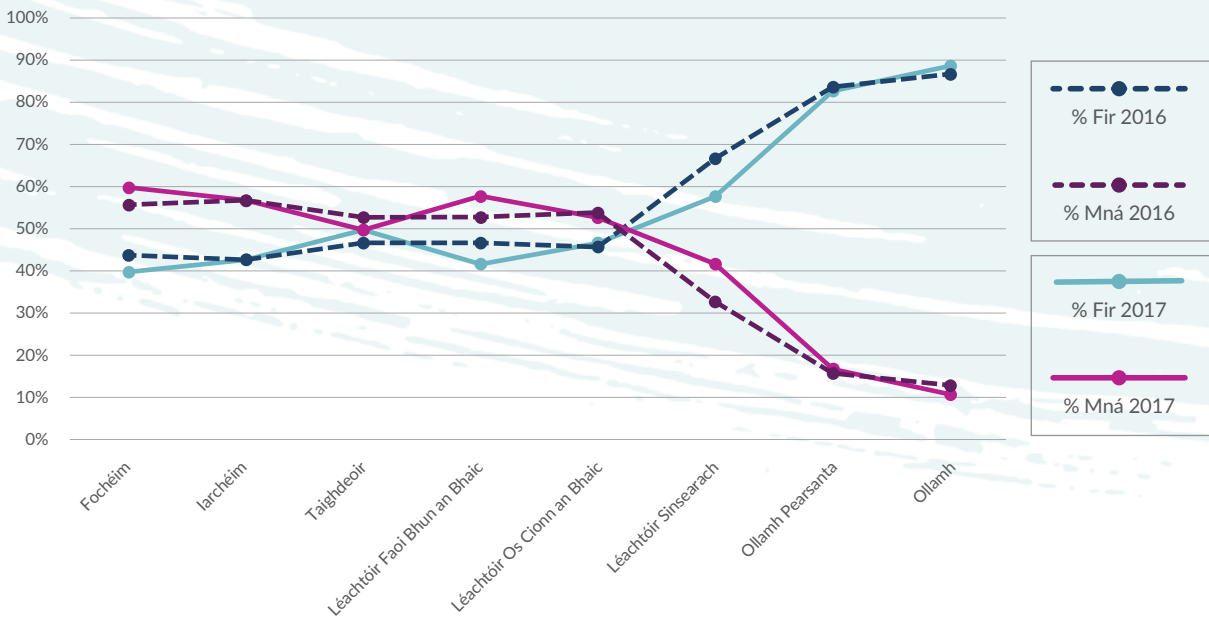
Sa bhliain acadúil 2016/17 agus arís in 2017/18 leag EDICC clár oibre amach a chuimsigh na sruthanna oibre, na gníomhaíochtaí agus na grúpaí oibre a leanas:

1. **Comhionannas Inscne**
2. **LGBT+**
3. **Míchumas**
4. **Éagsúlacht Chultúrtha**

## 1. COMHIONANNAS INSCNE

Tá áthas ar EDICC a bheith in ann a fhógairt go ndearnadh dul chun cinn suntasach maidir le forchéimniú sa ghairm bheatha. Cé go léiríonn anailís ar phróifíilí foirne, catagóirí, agus gráid go bhfuil cothromaíocht mhaith inscne i measc na ngairmeacha uile bainte amach ag OÉ Gaillimh go stairiúil ó ghrád an taighdeora iarchéime go dtí grád an Léachtóra acadúil, bhí tionchar dearfach ag babhta arduithe céime 2017 chuig grád an Léachtóra Shinsearaigh ar an bhforchéimniú gairme ag grád an Léachtóra Shinsearaigh ar fud na hOllscoile. Tháinig feabhas 40% ar chéatadán na mban mar thoradh air seo. Tá sé seo níos airde ná an meán náisiúnta de réir na tuarascála ar phróifíilí foirne in institiúidí de réir inscne a d'fhoilsigh an tÚdarás um Ard-Oideachas le déanaí (2017).

### Forchéimniú na Gairme Acadúla 2016-2017



As 33 ardú céime go Léachtóir Sinsearach in 2017, tugadh ardú céime do 19 mbean (58%) agus 14 fhear (42%). Tháinig na harduithe céime sna sala ar roinnt beart gníomhaíochta dearfach a rinne an Ollscoil chun scéim chothrom, thrédhearcach, agus uileghabhálach a chinntiú, lena n-áirítear:

- Oiliúint Chuimsitheach a chur ar fáil do na painéil mheasúnaithe maidir le comhionannas inscne agus claontacht neamh-chomhfhiosach
- Cothromaíocht inscne ar an bpainéal measúnaithe
- Meicníocht láidir chun tréimhsí a caitheadh ag tabhairt aire do dhaoine eile agus tréimhsí breoiteachta a chur as an áireamh sa mheasúnú foriomlán
- Ceardlanna faisnéise a chur ar fáil d'iaratasóirí ionchasacha
- Comhairleoirí seachtracha a cheapadh chun maoirseacht a dhéanamh ar an bpróiseas measúnaithe
- Cuóta inscne a aithint chun a chinntiú go dtabharfaí ardú céime do 40% de mhná ar a laghad - mar a tharla ní raibh aon ghá leis an gcuóta



Is forbairt thar a bheith dearfach é seo mar go gcuirfidh sé leis an líon ban a bheidh cáilithe le cur isteach ar ollúnacht sna blianta amach romhainn.

Tá feabhas le tabhairt faoi deara freisin sna rátaí iarratais agus sa chaoi a bhfuil ag éirí le mná sna babhtaí arduithe céime go hOllamh Pearsanta le roinnt blianta anuas, cé nach bhfuil i gceist ach líon beag go dtí seo. Ar cheann de na ceisteanna is tábhachtaí a bhfuil Plean Gníomhaíochta Athena SWAN agus an Plean Gníomhaíochta Comhionannais Inscne ag tabhairt aghaidh go dtí seo orthu tá an líon measartha íseal ban atá ar ghrád sinsearach agus i bpoist shinsearacha ar fud na hOllscoile.

### Ardú Céime go hOllúnacht Phearsanta 2014-2017

	2014		2015		2016		2017		IOMLÁN		
	Fir	Mná	Fir	Mná	Fir	Mná	Fir	Mná	Fir	Mná	% Mná
Iarratasóirí	11	3	7	5	10	6	5	3	33	17	34%
Ardú céime	3	1	4	5	3	2	1	0	11	8	42%

### Athena SWAN

Tá áthas ar an Ollscoil a thuairisciú gur bronnadh Gradam Institiúide Cré-umha ar OÉ Gaillimh, agus gur bronnadh gradam ar leibhéal roinne ar chomhghleacaithe i Scoil an Leighis.

Leis na gradaim chré-umha seo aithnítear gur léirigh an Ollscoil agus Scoil an Leighis go bhfuil bunchloch mhaith leagtha síos acu chun deireadh a chur le claontacht inscne agus chun cultúr cuimsitheach a fhorbairt ina bhfuil meas ar gach ball den fhoireann. Cuireann Plean Gníomhaíochta Athena SWAN leis an bPlean Gníomhaíochta do Chomhionannas Inscne agus le cur i bhfeidhm go leor tionscnamh atá ar an bhfód cheana féin chun comhionannas inscne a chur chun cinn in OÉ Gaillimh, lena n-áirítear:

- Tabhairt isteach cuótaí inscne do scéimeanna arduithe céime san Ollscoil sa chás gur cuí
- Croí-uaireanta le haghaidh cruinnithe a leagan síos (ó 10am - 4pm) le go mbeidh sé níos éasca orthu siúd nach mór dóibh aire a thabhairt do dhaoine eile a bheith i láthair
- Cláir oiliúna agus ceardlanna maidir le cuimsiú agus claontacht neamh-chomhfhiosach a chur ar fáil do bhainisteoirí agus don fhoireann
- Cláir forbartha ceannaireachta dírithe ar mhná
- Tacaíochtaí dírithe ar thuismitheoirí atá ag filleadh ó shaoire, lena n-áirítear deontais taighde chun an tionchar a bhíonn ag tréimhse fhada shaoire ar ghníomhaíochtaí taighde a mhaolú, cláir um fhilleadh ar an obair, agus grúpa tacaíochta do bheathú cíche

Agus é ag cur fáilte roimh an toradh, d'athdhearbhaigh an tUachtarán Ciarán Ó hÓgartaigh tacaíocht Fhoireann Bainistíochta na hOllscoile maidir le plean gníomhaíochta trí bliana Athena SWAN a chur i bhfeidhm.



Íomhá 7: Baill ó Fhoireann Féinnmheasúnaithe Athena SWAN

## Institiúid na Fisice – Tionscadal Juno

### **IOP** | Institute of Physics Juno Practitioner

Ón mbliain 2010 i leith, tá Scoil na Fisice ag tacú le Tionscadal Juno, agus sa bhliain 2013 bhain OÉ Gaillimh stádas amach mar Chleachtóir Juno, an chéad ollscoil in Éirinn chun é sin a dhéanamh. Is éard atá mar aidhm ag Tionscadal Juno aitheantas agus gradam a bhronnadh ar ranna atá in ann a thaispeáint go ndearna siad rud éigin chun dul i ngleic leis an easpa ionadaíochta ban san fhísic san ollscoil agus chun cleachtas níos fearr a spreagadh do mhná agus d'fhir araon. Tá tuilleadh eolais ar fáil ag: [www.nuigalway.ie/physics/juno/](http://www.nuigalway.ie/physics/juno/)

Tá an Coiste Comhionannais agus Éagsúlachta i Scoil na Fisice ag fáil réidh faoi láthair le hiarratas a chur isteach ar stádas mar Sheaimpín Juno. Má éiríonn leis sin beifear in ann, le comhaontú roimh ré ó Advance HE, an gradam Seaimpín sin a iompú ina ghradam roinne airgid Athena Swan. Éacht shuntasach a bheadh ann, go cinnte, agus guímid gach rath ar ár gcomhghleacaithe Fisice as a bhfuil ar siúl acu sa réimse tábhachtach seo.

### An Plean Gníomhaíochta do Chomhionannas Inscne

Tá an Plean Gníomhaíochta do Chomhionannas Inscne á chur i bhfeidhm ar bhonn leanúnach ag an Ollscoil, faoi cheannaireacht Oifig an Leas-Uachtaráin Comhionannais agus Éagsúlachta. Tá na moltaí ón Tascfhórsa ar Chomhionannas Inscne, OÉ Gaillimh agus ón nGrúpa Saineolaithe a d'eascair as an Athbhreithniú Náisiúnta maidir le Comhionannas Inscne in Institiúidí Ard-Oideachais in Éirinn ón Údarás um Ard-Oideachais fite fuaite sa phlean seo.

As na 24 príomh-mholadh a rinne an Tascfhórsa ar Chomhionannas Inscne, OÉ Gaillimh agus a bhfuil cur síos orthu sa Phlean Gníomhaíochta do Chomhionannas Inscne, tá 20 díobh sin curtha i gcrích nó ar tí a bheith curtha i gcrích.

I measc na rudaí suntasacha a baineadh amach tá bunú struchtúr rialála comhionannais, éagsúlachta agus cuimsithe, athstruchtúrú agus ath-chomhdhéanamh na Comhairle Acadúla le gur fir iad 40% agus gur mná iad 40% ar a laghad ar gach príomhchoiste cinnteoireachta san Ollscoil; tugadh isteach polasaí maidir le cruinnithe i rith croí-uaireanta, agus eagraíodh imeachtaí rialta chun cur le feiceálacht na mban agus go háirithe mná atá i gceannas.

Déanann an Leas-Uachtarán Comhionannais agus Éagsúlachta dul chun cinn GEAP a nuashonrú gach dara mí agus bíonn sé ar fáil ag: [www.nuigalway.ie/genderequality](http://www.nuigalway.ie/genderequality)

### An Grúpa Comhairleach Seachtrach

Bunaíodh an Grúpa Comhairleach Seachtrach do chomhionannas inscne mar thoradh ar mholadh 1.1 ón Tascfhórsa ar Chomhionannas Inscne in OÉ Gaillimh (2016). Tionóladh an dara cruinniú den Ghrúpa Comhairleach Seachtrach in OÉ Gaillimh an 29 Márta 2018.



Íomhá 8: ó chlé go deas: an tOll. Paul Walton, an tOll. Anne Scott, an tOll. Jane Grimson, an tOll. Yvonne Galligan, Aoife Cooke, an tOll. Tomas Brage



Seo a leanas téarmaí tagartha an Ghrúpa:

1. Comhairle agus treoir neamhspleách a chur ar fáil d'Oifig an Leas-Uachtaráin Comhionannais agus Éagsúlachta maidir le hoibriú agus cur i bhfeidhm mholtaí an Tascfhórsa Comhionannais Inscne de thoradh na fianaise atá ag méadú go seasta maidir le saincheisteanna agus idirghabhálacha comhionannais inscne.
2. Cabhair a thabhairt don Leas-Uachtarán Comhionannais agus Éagsúlachta lena chinntiú go mbeidh an Plean Gníomhaíochta do Chomhionannas Inscne, atá i mbun forbartha an t-am ar fad, oiriúnach don fheidhm. Caithfidh an Plean a bheith faoig ag Foireann Bainistíochta na hOllscoile agus ag Údarás na hOllscoile araon.
3. A bheith mar fhoinshe sheachtrach saineolais, comhairle, agus cinnteachta d'Fhoireann Bainistíochta na hOllscoile maidir le cur i bhfeidhm na moltaí ón Tascfhórsa Comhionannais Inscne agus forbairtí nua idirnáisiúnta sa réimse tábhachtach seo.
4. Comhairle neamhspleách agus treoir a chur ar fáil don Ollscoil maidir le saincheisteanna Comhionannais agus Éagsúlachta chun cabhrú le OÉ Gaillimh ról ceannaireachta náisiúnta a ghlacadh i réimsí na héagsúlachta agus an chuimsithe, agus i réimse an chomhionannais inscne go háirithe.

Le linn na cuairte a thug an Grúpa Comhairleach Seachtrach anseo, bhí roinnt cruinnithe ar siúl idir baill an Ghrúpa, an tOllamh Tomas Brage, an tOllamh Yvonne Galligan, an tOllamh Jane Grimson, agus an tOllamh Paul Walton agus lucht bainistíochta na hOllscoile, lena n-áirítear: EDIC; an tUachtarán, an tOllamh Ciarán Ó hÓgartaigh; an Meabhránaí agus Uachtarán Ionaid, an tOllamh Pól Ó Dochartaigh; an Leas-Uachtarán Comhionannais agus Éagsúlachta, an tOllamh Anne Scott agus a foireann; an Príomh-Oifigeach Oibriúcháin, an tUasal John Gill; agus an Stiúrthóir Taighde, an Dr Aengus Parsons.

Fuair Foireann Bainistíochta na hOllscoile agus Údarás na hOllscoile aiseolas i ndiaidh na cuairte seo, agus rinne siad athbhreithniú ar an aiseolas sin.

## 2. LGBT+

Le linn na bliana acadúla 2016/17 d'éascaigh Oifig an Leas-Uachtaráin Comhionannais agus Éagsúlachta bunobair agus forbairt líonraithe LGBT+ don fhoireann. Seoladh Líonra Foirne LGBT+ nua le linn Sheachtain Bhród na Gaillimhe ar an 8 Lúnasa 2017, agus chroch an tUachtarán James J. Browne bratach an Bhróid sa Chearnóg, agus bhí ócáid líonraithe ar siúl ina dhiaidh sin.

Rinne Líonra Foirne LGBT+ dul chun cinn tapa in 2017/18 trí Choiste Stiúrtha Feidhmiúcháin a bhunú, Téarmaí Tagartha a leagan síos, suíomh gréasáin a fhorbairt, agus réimse imeachtaí a phleanáil. Faoi láthair tá 9 gcomhalta foirne ar an gCoiste Stiúrtha, ionadaithe ón bhfoireann taighde, acadúil agus seirbhísí gairmiúla ina measc.

Tionóladh an chéad Chruinniú Cinn Bhliana den Líonra ar an 8 Nollaig 2017, agus bhí painéal iontach cainteoirí agus slua breá i láthair. Tá céim mhaith chun tosaigh tógtha ag an Líonra sa chéad bhliain ó bunaíodh é, a bhúiochas le tiomantas leanúnach bhaill an Líonra, an Coiste Stiúrtha, agus an tacaíocht a thug Oifig an Leas-Uachtaráin Comhionannais agus Éagsúlachta. Seo a leanas roinnt de na himeachtaí a d'éagraigh an Líonra: léacht leis an Dr Mary McAuliffe le linn Sheachtain Idirnáisiúnta na mBan, Maidineacha Caife Líonraithe ar an gcéad Aoine de gach mí i mBeár Sult ag 10am, agus tráth na gceist chun airgead a bhailiú do Bhród na Gaillimhe, 2018.

Tá ról tábhachtach ag Líonra Foirne LGBT+ ar EDIC mar is iad an grúpa oibre maidir le saincheisteanna agus cúrsaí LGBT+ ar an gcampas. Táthar ag díriú faoi láthair ar Chlár Comráidithe a leathadh amach ar fud an champais, chun aird a tharraingt, ar bhealach feiceálach, ar an tacaíocht atá ar fáil do chomhghleacaithe agus do mhic léinn. Tá Líonra Foirne LGBT+ ag leanúint ar aghaidh chomh maith leis an obair ar chartlanna LGBT+ agus le comhoibriú le grúpaí mac léinn. Chun tuilleadh eolais a fháil tabhair cuairt ar shuíomh gréasáin an Líonra, nó seol ríomhphost chuig [LGBT@nuigalway.ie](mailto:LGBT@nuigalway.ie).



Íomhá 9: Bratach an Bhróid ar foluáin sa Chearnóg, OÉ Gaillimh

### 3. MÍCHUMAS

Agus beagnach 1 as 5 (18%) de dhaonra na hÉireann faoi mhíchumas (foinse: ESRI), aithníonn OÉ Gaillimh gur cuid den ghnáthshaol é an míchumas agus go dtarlaíonn sé nach mbíonn a fhios againn go bhfuil comhghleacaí nó mac léinn faoi mhíchumas.

Le linn 2017/18 rinne an Grúpa Oibre Míchumais dul chun cinn i roinnt réimsí tábhachtacha chun rochtain agus cuimsiú a fheabhsú don fhoireann agus do mhic léinn:

- Dul i gcomhairle le comhaltaí foirne trí mhórshuirbhé faoin gcultúr Comhionannais & Éagsúlachta a dhéanamh chun tuiscint níos fearr a fháil ar a bhfuilimid a dhéanamh faoi láthair chun fostaithe faoi mhíchumas a tharraingt isteach agus tacú leo san ionad oibre.
- An tacaíocht mhíchumais a leathnú chun a chinntiú go mbíonn an rochtain chéanna ag mic léinn neamh-AE ar thacaíochtaí a bhronntar ar bhonn riachtanais indibhidiúla. Maidir leis seo tá togra forbartha ag an nGrúpa Oibre chun lárchiste a bhunú chun tacú le gach mac léinn faoi mhíchumas is cuma cén bealach iontrála a bhí aige/aici isteach sa chóras oideachais tríú leibhéal.
- Próiseas a bhunú le cinntiú go rachfar i mbun comhairle leis an tSeirbhís Tacaíochta Míchumais le linn na céime deartha a bhaineann le gach togra caipítíl nua lena chinntiú go mbeidh gach foirgneamh nua inchurtha agus inrochtana go huilíoch.
- Feasacht ghinearálta maidir le míchumas inár n-ollscoil a fheabhsú trí ócáid a eagrú chun aird a tharraingt ar na deacrachtaí a bhíonn le sárú ag an bhfoireann agus ag mic léinn ar an gcampas. Beidh an ócáid ar siúl ar Lá Idirnáisiúnta na nDaoine faoi Mhíchumas 2018.

### 4. ÉAGSÚLACHT CHULTÚRTHA

Díríonn an sruth oibre Éagsúlacht Chultúrtha ar an éagsúlacht dhúchasach laistigh de phobal na hOllscoile féin ó thaobh cine, eitneachais, cultúir, teanga, reiligiúin, agus tógáil a fuair duine. Ní hamháin go dtéann éagsúlacht na foirne agus na mac léinn (a thagann ó níos mó ná 110 tír) i gcion ar an gcreat seo, ach bíonn tionchar chomh maith ag éagsúlacht chathair na Gaillimhe agus an cheantair mórthimpeall uirthi. Bíonn plé idir an fhoireann agus na mic léinn náisiúnta agus idirnáisiúnta i gceist le héagsúlacht chultúrtha, ach bíonn níos mó ná sin i gceist: cuimsítear an éagsúlacht laistigh dár ndaonra náisiúnta (nó 'baile'), an t-idirphlé a bhíonn ag an Ollscoil le saoránaigh Éireannacha ó mhionlaigh eitneacha (daoine ó phobal an lucht siúil san áireamh), agus gnéithe de chultúr agus de theanga dhúchasach na hÉireann.

I mbliana, dhírigh an Grúpa Oibre Éagsúlachta Cultúrtha ar cheithre aidhm: córais a fhorbairt chun cabhrú leis an bhfoireann agus le mic léinn agus iad ag plé le ceisteanna míchumais in OÉ Gaillimh (e.g. oiliúint chun tuiscint idirchultúrtha a fhorbairt); seirbhísí Ollscoile a fheabhsú chun cothromaíocht agus neamhchlaontacht a chinntiú (e.g. cliaint a chur isteach sa ghnáthchóras); dul i mbun comhairle leis an bhfoireann idirnáisiúnta chun a taithí maidir le héagsúlacht a fhiosrú; agus éagsúlacht chultúrtha a chur chun cinn mar chóras luacha ceannaireachta de chuid na hOllscoile. Rinneadh dul chun cinn maidir le gach ceann de na haidhmeanna, agus beidh an cleachtadh comhairliúcháin ar siúl le linn an tríú ráithe de 2018.





# 6 Imeachtaí & Tionscnaimh Chomhionannais, Éagsúlachta agus Chuimsithe 2017/18

Téama a tháinig aníos arís agus arís eile le linn imeachtaí 2017/18 ar thug Oifig an Leas-Uachtaráin Comhionannais agus Éagsúlachta tacaíocht dóibh ná tú féin i d'iomláine a thabhairt chuig an ionad oibre. Ba é a bhí mar spreagadh taobh thiar d'fhéilire na n-imeachtaí ná aird a tharraingt ar an scoilt idir an obair/an saol agus an tábhacht a bhaineann le teacht ar chothromaíocht idir an péire acu. Bhí an spreagadh seo le sonrú trí fhorbairt Líonra Foirne LGBT+ agus imeachtaí, agus trí theacht le chéile teaghlach, áit a bhfuair comhghleacaithe deis casadh ar a chéile. Tharraing na tionscnaimh ó Oifig an Leas-Uachtaráin Comhionannais agus Éagsúlachta aird ar an gcothromaíocht idir an obair agus an saol chomh maith trí shraith nua seimineár faoi mhná atá i gceannas a bhunú. Tháinig go leor cainteoirí tábhachtacha, spreagúla go dtí an campas le bheith páirteach sa tsraith seimineár seo, ina measc an tOllamh Kristín Ingólfssdóttir, Reachtaire (Uachtarán) Emerita Ollscoil na hÍoslainne, agus an tOllamh Curt Rice, Reachtaire (Uachtarán), Ollscoil Uirbeach Osló.

## ÓCÁID TEAGHLAIGH



Íomhá 10: Sorcas Pobail na Gaillimhe ag cur ceardlanna ar fáil do theaghlaigh chun scileanna sorcais a fhoghlaim



Íomhá 11: Teaghlaigh ag baint sult as na gníomhaíochtaí spóirt eagraithe ag Club Kingfisher

An 15 Iúil 2017, bhí siamsaíocht sorcais ar siúl i bPáirc an Choláiste agus bhain teaghlaigh sult as an dea-aimsir agus iad ag ithe uachtair reoite agus ag imirt cluichí. Mar is gnách, baineadh go leor spraoi as an bpéinteáil aghaidhe!



Íomhá 12: Páistí faoi dhraíocht ag Bean Dhaidí na Nollag agus na scéalta faoin sneachta a thug sí léi ón bPol Thuaidh á n-aithris aici



Íomhá 13: Cór foirne OÉ Gaillimh ag canadh go binn ag an Nollaig

Bhí teacht le chéile na Nollag do theaghlaigh OÉ Gaillimh ar siúl an deireadh seachtaine ar thit an sneachta, an 10 Nollaig 2017. Bhain na teaghlaigh taitneamh as na hainmhithe feirme, as na cácaí milse, agus as a bheith ag caint le Bean Dhaidí na Nollag!



## SEOLADH LÍONRA FOIRNE LGBT+



Íomhá 14: An tUachtarán, an Dr Jim Browne ag oscailt an tsearmanais inar ardaíodh an bhratach i mí Lúnasa 2017



Íomhá 15: Ó chlé go deas, An tUasal Cameron Keighron, Oifig na gCumann, OÉG, Megan Reilly, Oifigeach Leasa Chomhaltas na Mac Léinn, an Dr Chris Noone, Comhchathaoirleach Líonra Foirne LGBT+

Seoladh Líonra Foirne LGBT+ na hOllscoile go hoifigiúil le linn Bhród na Gaillimhe nuair a d'ardaigh an t-iarUachtarán James Browne bratach an Bhróid sa Chearnóg. Bhí níos mó ná 70 comhghleacaí i láthair agus bhí siad i gcuideachta an Uachtaráin le haghaidh ócáid líonraithe tar éis ardú na brataí.

## RANPHÁIRTÍOCHT SHEACHTRACH



Íomhá 16: Ó chlé go deas, Darina Barrett, KPMG, an tOllamh Breda Sweeney, an tOllamh Anne Scott



Íomhá 17: Ó chlé go deas, Bríd Horan, Coiste Stiúrtha Chlub 30% na hÉireann, an tUachtarán, an Dr James Browne, Mary McGinley, KPMG

An 25 Meán Fómhair 2017 d'eagraigh Club 30% a chéad ócáid i nGaillimh i gcomhpháirtíocht le OÉ Gaillimh agus KPMG. Bhí an ócáid ar siúl in Áras ILAS in OÉ Gaillimh, agus díríodh ar an téama "Fás trí Éagsúlacht". Ghlac os cionn 140 duine páirt ann, ceannairí gnó, daoine ón lucht acadúil, agus mic léinn MBA ina measc. Le linn na hócáide tugadh aitheantas foirmiúil do Sandra Divilly, an chéad duine ar bronnadh scoláireacht OÉ Gaillimh/Chlub 30% don chlár MBA Feidhmeach **uirthe**.



Íomhá 18: Ó chlé go deas, an Coirnéal Maureen O'Brien, Fiona Tierney, an tOllamh Anne Scott, Margaret Sweeney, Marian Corcoran



Thug Fóram Idirnáisiúnta na mBan, Éire, cuairt ar OÉ Gaillimh an 26 agus 27 Aibreán 2018. Bhí Marian Corcoran, iar-chomhpháirtí in Accenture agus ceannaire gnó a bhfuil go leor taithí aici, i gceannas ar dhíospóireacht phainéil faoin téama Ceannairí Ban: léargais agus deiseanna. Ar an bpainéal bhí an Coirnéal Maureen O'Brien, an chéad bhean a ceapadh mar leifteanantchoirnéal in Óglaigh na hÉireann agus an chéad cheannasaí ban ar chathlán coisithe, Fiona Tierney, Príomhfheidhmeannach na Seirbhíse um Cheapacháin Phoiblí, agus Margaret Sweeney, iar-Phríomhfheidhmeannach, Post Bank Ireland agus Aer Rianta. Bhí níos mó ná 60 comhghleacaí i láthair ag an díospóireacht phainéil.

## SEIMINEÁIR

*Mar chuid de leathadh amach an phlean gníomhaíochta do chomhionannas inscne, go háirithe chun feiceálacht ceannairí ban agus mná atá ina gceannairí STEM a mhéadú, tá Oifig an Leas-Uachtaráin Comhionannais agus Éagsúlachta agus Foireann Féinmheasúnaithe Athena SWAN tar éis tús a chur le sraith seimineár bliantúil faoi mhná atá i gceannas. Reáchtáladh an chéad seimineár an 3 Deireadh Fómhair 2017, agus labhair an tOllamh Kristin Ingólfssdóttir, Reachtaire (Uachtarán) Emerita Ollscoil na hÍoslainne, faoi cheannaireacht a thabhairt d'ollscoil in amanna éiginnte.*

*Íomhá 19: An tOllamh Kristin Ingólfssdóttir, Reachtaire Emerita Ollscoil na hÍoslainne*



*Thug an tOllamh Curt Rice, Reachtaire, Ollscoil Uirbeach Osló, cuairt ar OÉ Gaillimh an 11 Meitheamh 2018, chun labhairt le baill d'fhoireann bainistíochta na hOllscoile, leis an lucht acadúil agus le taighdeoirí, agus thug sé príomhléacht bhríomhar faoin tionscadal arduithe céime ar tugadh faoi in Ollscoil Tromsø.*

*Íomhá 20: An tOllamh Curt Rice, Reachtaire, Ollscoil Uirbeach Osló*

## LÍONRA BAN NA HOLLSCOILE

D'eagraigh Líonra Ban na hOllscoile roinnt imeachtaí eolais i mbliana, "Cinnteoireacht san Ollscoil - cén chaoi a dtarlaíonn sé?" agus "Athchóiriú na Comhairle Acadúla" ina measc. Le cabhair ó La Leche League agus ó chomhghleacaithe eile déanann Líonra Ban na hOllscoile áisitheoireacht ar Ghrúpa Tacaíochta do Bheathú Cíche a thagann le chéile go míosúil chun tacaíocht a chur ar fáil do mháithreacha. Faoi láthair, bíonn na cruinnithe ar siúl ar an tríú Céadaoin den mhí ó 12-2pm sa Seomra Cois Abhann.

Bhí cruinniú cinn bhliana Líonra Ban na hOllscoile ar siúl an 13 Deireadh Fómhair 2017, áit a raibh slua mór i láthair don díospóireacht bhríomhar.

## Spotsolas: Seachtain Idirnáisiúnta na mBan

Bhí Lá Idirnáisiúnta na mBan ar siúl Déardaoin, an 8 Márta 2018. Chuir Oifig an Leas-Uachtaráin Comhionannais agus Éagsúlachta i gcomhar le Líonra Ban na hOllscoile, 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 5 - 9 Márta.



*"Sárchaighdeán san ardoideachas trí chomhionannas inscne"*

*Íomhá 21: ó chlé go deas, An Dr Rachel Hilliard, an Dr Máire Geoghegan-Quinn, an tOllamh Anne Scott, Trina O'Neill*

Thionóil Líonra Ban na hOllscoile an phríomhócáid ar Lá Idirnáisiúnta na mBan, machnamh ón Dr Máire Geoghegan-Quinn faoi Shárchaighdeán san ardoideachas trí chomhionannas inscne. Le linn a gairme bhí an Dr Geoghegan-Quinn i gcónaí ina ceannródaí, ag léiriú barántúlachta, muiníne agus tiomantais agus í i gcumhacht.

The launch of 'Daughter of the Dagda' Art Exhibition was held on 27th March 2018.



## Taispeántas Ealaíne 'Daughter of the Dagda'

*Íomhá 22: Ealaíontóirí agus baill ó fhoireann féinnheasúnaithe Scoil an Leighis ag seoladh an taispeántais ealaíne 'Daughter of the Dagda'*

Ba iad foireann féinnheasúnaithe Athena SWAN i Scoil an Leighis a d'eagraigh seoladh an taispeántais ealaíne 'Daughter of the Dagda'. Déanann an taispeántas ilmheán le naonúr ealaíontóirí ban iniúchadh ar an gcaoi inar léiríodh an bhean agus an taobh baineann i miotaseolaíocht agus in íocónagrafaíocht na hÉireann. Labhair an tOllamh Andrew Murphy mar a leanas: "Tá éagsúlacht inscne mar phríomhchuspóir ag Scoil an Leighis do na cúig bliana atá romhainn. Is mic léinn ban iad níos mó ná leath dár mic léinn leighis anois agus níl an éagsúlacht sin léirithe i bpoist shinsearach na scoile. Tá plean cuimsitheach radacach forbartha ag an Scoil chun aghaidh a thabhairt air seo, agus tá an plean sin á chur i bhfeidhm faoi láthair.

## "Obair & Grá: Ag tacú le do mheabhairshláinte sa choláiste agus sa bhaile"

Ag tarraingt ar a thaithí mar shíceolaí cliniciúil agus mar shíciteiripeoir a d'oibrigh le daoine fásta ag tréimhsí saoil éagsúla, bhí an tOllamh Gary Donohue, ó Scoil na Síceolaíochta, ina éascaitheoir ar cheardlann faoi imní i gcomhthéacs cothromaíocht a fháil idir an baile agus an obair. D'fhoghlaim na daoine a bhí i láthair roinnt céimeanna praiticiúla chun anailís a dhéanamh ar agus déileáil leis an imní agus an strus a bhíonn ar gach duine.

## "Caidrimh chomhghnéis i measc mhná réabhlóideacha na hÉireann"

Chun deireadh a chur le ceiliúradh Lá Idirnáisiúnta na mBan ar an gcampas thug an Dr Mary McAuliffe caint dar teideal "Caidrimh chomhghnéis i measc mhná réabhlóideacha na hÉireann". Is Ollamh Cúnta le Staidéar Inscní sa Choláiste Ollscoile, Baile Átha Cliath, í an Dr McAuliffe, a bhfuil speisialtóireacht aici i stair na mban/na n-inscíní.





# 7 Ciste Tionscadal EDI 2017/18

Bhunaigh Coiste Comhionannais, Éagsúlachta agus Cuimsithe an Champais, i gcomhar le hOifig an Leas-Uachtaráin Comhionannais agus Éagsúlachta, ciste bliantúil do thionscadail chomhionannais, éagsúlachta agus chuimsithe a bheidh le bronnadh i bhfoirm cistí beaga idir €300 - €1000 de ghnáth. Is féidir le comhaltáí foirne agus le mic léinn iarratas a dhéanamh ar an gciste gach bliain ar bhonn iomaíoch do thionscadail éagsúla chomhionannais laistigh den Ollscoil. Diríonn an ciste bliantúil do thionscadail chomhionannais, éagsúlachta agus chuimsithe ar thionscnaimh chomhionannais/chuimsithe nuálacha a éascú agus éagsúlacht i ngach réimse de shaol na hOllscoile a chur chun cinn agus a cheiliúradh.

Dúnadh an chéad ghairm ar Chiste Tionscadal EDI ar an 24 Samhain 2017. As na 25 iarratas a fuarthas, bhí Fochoiste an Chiste Tionscadail EDI thar a bheith sásta 13 dheontas a bhronnadh le haghaidh 2017/18, ar mheascán iad de thionscadail ón bhfoireann agus ó mhic léinn ar fud an champais thar réimse na dtéamaí tosaíochta.

## **Tionscadal Taighde maidir le Riachtanais Tacaíochta na Mac Léinn atá faoi mhíchumas meabhairshláinte**

Déanfar taighde a choimisiúintú chun imscrúdú a dhéanamh ar riachtanais tacaíochta mac léinn atá faoi mhíchumas meabhairshláinte d'fhonn a ndul chun cinn tríd an ollscoil a éascú. **Maoiniú: €1,000**

**Eagraithe ag:** Seirbhís Comhairleoireachta na Mac Léinn agus an tSeirbhís Tacaíochta Mhíchumais: Geraldine Connolly agus Bernie McGee

## **Ag Ceiliúradh Sheila Tinney**

Déanfar gaiscí Sheila Tinney (née Power), duine de na matamaiticeoirí is cumasaí i nGaillimh, a cheiliúradh ag ócáid ag a nochtfar portráid de Sheila Tinney féin agus ag a dtabharfar a cuid gaiscí chun cuimhne.

**Maoiniú: €250**

**Eagraithe ag:** An Grúpa Oibre Comhionannais, Éagsúlachta agus Cuimsithe, Scoil na Matamaitice, na Staitisticí agus na Matamaitice Feidhmí: Niall Madden

## **Cóisir Nollag do dhaoine i Soláthar Díreach**

Tabharfar cuireadh do dhaoine in ionaid Soláthair Dhíreach a bheith inár gcuideachta do chóisir na Nollag anseo san Ollscoil, áit a bhfaighidh siad bronntanais bheaga agus a mbeidh spiorad na Nollag beo beathach.

**Maoiniú: €1,000**

**Eagraithe ag:** Comhaltas na Mac Léinn, Cumann Impacte, Cumann na Fealsúnachta, Cumann Fáilte na dTeifeach: Megan Reilly agus Patricia O'Mahony

## **'Comediversity at NUIG'**

Is gluaiseacht ghrinn nua é 'Comediversity' a bhfuil sé mar aidhm aige fáilte a chur roimh an éagsúlacht agus í a cheiliúradh trí níos mó oícheanta atá dírithe ar chomhionannas a eagrú ar fud na hÉireann. **Maoiniú: €600**

**Eagraithe ag:** An Cumann Grinn: Niall Horisk agus Martin Warde

## **Cumarsáid Thraschultúrtha agus Oiliúint Feasachta Idirchultúrtha don Fhoireann Acadúil**

Cuirfidh oiliúint sa Chumarsáid Thraschultúrtha atá in oiriúint do riachtanais na Foirne Acadúla ar chumas na foirne tuiscint níos fearr a bheith acu ar an éagsúlacht sa seomra ranga agus a bheith ullmhaithe níos fearr chun déileáil le cásanna a d'fhéadfadh teacht chun cinn maidir le difríochtaí cultúrtha. **Maoiniú: €600**

**Eagraithe ag:** Scoil Ghnó & Eacnamaíochta JE Cairnes: Orla Naughton

## **Lá Oscailte Míchumais**

Cabhróidh an lá oscailte Míchumais le caidreamh sóisialta a éascú do na mic léinn, don fhoireann agus don phobal i gcoitinne d'fhonn aird a tharraingt ar an éagsúlacht agus ar an ngá atá ann daoine a bhfuil cumais éagsúla acu agus riochtaí leighis ar leith a chur san áireamh mar is ceart. **Maoiniú: €1,000**

**Eagraithe ag:** Baill Chumann IMPACTE: Eliona Gjecaj, Eamon Gibbons, Colman O'Connell, Emer Coyne

## **Éagsúlacht i ndiaidh na hOllscoile**

Tugann Éagsúlacht i ndiaidh na hOllscoile cuireadh do roinnt cuideachtaí cosúil le Accenture, EA Games, Fidelity Investments, teacht chuig OÉ Gaillimh chun labhairt le mic léinn faoi chuimsiú agus éagsúlacht san ionad oibre. **Maoiniú: €500**

**Eagraithe ag:** GiGSoc: Sinead Ruane

## **Clár Teiripe Saothair Céadfaí agus Aclaíochta**

Beidh seisiún grúpa ar siúl sa ghiomnásiam dhá lá sa tseachtain le linn sheimeastar a dó chun freastal ar mhic léinn faoi mhíchumas atá ag iarraidh a bheith níos gníomhaí ar an gcampas agus chun caighdeán saoil na mac léinn faoi mhíchumas a fheabhsú ar an gcampas. **Maoiniú: €996**

**Eagraithe ag:** An Oifig Tacaíochta Míchumais: Emma Frawley – Teiripeoir Saothair Sinsearach, Treasa Farragher – Teiripeoir Saothair

## **Clár piarmheantóireachta do mhic léinn a bhfuil Neamhord ar Speictream an Uathachais ag gabháil dóibh**

Clár Meantóireachta píolótach ar an gcampas chun eolas a fháil maidir le riachtanais na mac léinn bhfuil Neamhord ar Speictream an Uathachais ag gabháil dóibh agus timpeallacht chothrom, thacúil, agus spreagúil a chur ar fáil a théann níos faide ná na gnáthsheirbhísí acadúla agus síceolaíochta atá ar fáil cheana. **Maoiniú: €1,000**

**Eagraithe ag:** Keeley White agus Geraldine Leader

## **Suirbhé na Mac Léinn Iarchéime, Scoil na nEolaíochtaí Nádúrtha**

Cuirfidh Ionadaí agus Leas-Ionadaí Choiste Iarchéime Comhionannais agus Éagsúlachta Scoil na nEolaíochtaí Nádúrtha suirbhé ar a gcomhghleacaithe d'fhonn ionadaíocht leordhóthanach a dhéanamh ar a riachtanais agus ar aon ábhar imní a bheadh acu, agus tabharfar cuireadh chuig lón comhairliúcháin dóibh. **Maoiniú: €595**

**Eagraithe ag:** Ionadaithe Iarchéime ar Choiste Comhionannais agus Éagsúlachta, Scoil na nEolaíochtaí Nádúrtha: Aileen Gill agus Ana Marquesmendes

## **Feachtas na hOllscoile Tearmainn**

Cuirfear tús le feachtas na hOllscoile Tearmainn ar fud an champais d'fhonn cuimsiú agus cothromas a chur chun cinn, go háirithe dóibh siúd atá ina gcónaí i Soláthar Díreach nó dóibh siúd a bhfuil cosc orthu oideachas a fháil in OÉ Gaillimh mar gheall ar a stádas saoránachta. **Maoiniú: €1,000**

**Eagraithe ag:** Coiste Stiúrtha na hOllscoile Tearmainn: Aidan Harte

## **Léiriú 'Waving not Drowning' in OÉ Gaillimh leis an ngrúpa amharclainne Bread and Roses**

Léiriú amharclainne is ea "Waving not Drowning" a tháinig ar an bhfód mar gheall ar an riachtanas chun feasacht a chruthú agus cuimsiú sóisialta a spreagadh chomh maith le deireadh a chur le náiríú i measc gach grúpa daoine; déanfaidh an togra seo iarracht an léiriú seo a chur ar stáitse ar champas OÉ Gaillimh. **Maoiniú: €550**

**Eagraithe ag:** Sarah Brennan

## **Taispeántas Éireannach Geo-eolaíochta na mBan 2018**

Taispeántas bliantúil náisiúnta a reáchtáil lena n-áirítear aoichainteoirí, fóram painéil de cheisteanna oscailte, agus seisiún líonraithe don Chaibidil Éireannach de AWG (IAWG), tionscnamh náisiúnta a bhfuil sé mar aidhm aige mná a spreagadh chun dul i mbun réimse na geo-eolaíochta agus cuidiú le mná a choinneáil ar feadh na déimire gairme. **Maoiniú: €500**

**Eagraithe ag:** Aoife Blowick



## Spotsolas: Seoladh Thionscnamh na hOllscoile Tearmainn

Ó bhallaíocht mheasartha de sheisear mac léinn i Meán Fómhair 2017, tá coiste stiúrtha na hOllscoile Tearmainn leathnaithe chun foireann acadúil agus foireann tacaíochta do mhic léinn araon a chuimsiú as coláistí agus oifigí éagsúla ar fud na hOllscoile, mar aon le hionadaithe ó réimse comhlachtaí mac léinn, eagraíochtaí neamhrialtasacha áitiúla, agus grúpaí abhcóideachta.

I mí na Nollag, le tacaíocht ón Tionscnamh Eolais Pobail, reáchtáil an coiste stiúrtha an dráma 'Éire: Land of 100,000 Welcomes' in Amharclann Uí Dhonnchadha, ar ar fhreastail lán tí de dhaltaí dara leibhéal ó scoileanna áitiúla. Scríobh daltaí as Scoil Chuimsitheach Chnocán an Teampaill an dráma, le roinnt cabhrach óna múinteoir, agus ba léirmheas sóisialta a bhí ann ar Chóras an tSoláthair Dhírigh mar atá faoi láthair.

Mar gheall gur éirigh chomh maith leis an dráma, chinn an coiste stiúrtha go luath i mí Eanáir an mórchoiste a roinnt ina fhochoistí éagsúla (airgeadas, polasaí, oiliúint & for-rochtain, agus imeachtaí); chuir sé seo ar a gcumas pleanáil agus eagrúchán ní b'éifeachtaí a dhéanamh. Bhí ionadaithe ó choiste stiúrtha an fheachtais i láthair ag comhdháil náisiúnta na nIonad Tearmainn i dtreo dheireadh mhí Eanáir, áit ar roinnt siad smaointe agus taithí le grúpaí Tearmainn eile ó gach cearn den tír.

Rinneadh an feachtas a sheoladh go hoifigiúil ar an 22 Feabhra 2018 ar an gcampas, agus tharraing sé aird ar na leibhéil tacaíochta a bhí faighte ag an bhfeachtas. Ag labhairt dó ag an seoladh, thug Uachtarán na hOllscoile, an tOllamh Ciarán Ó hÓgartaigh, a thacaíocht iomlán don fheachtas, agus dúirt an tOllamh Siobhán Mullally go raibh traidisiún láidir ag an Ollscoil i dtaighde bunaithe ar chearta, agus gur theastaigh tacaíocht iomlán na gcinnteoirí is tábhachtaí san Ollscoil ionas go bhféadfaí leanúint ar aghaidh lena leithéid d'fheachtais. Ina theannta sin, labhair John Roycroft, Stiúrthóir Chlár Cosanta Dideanaithe na hÉireann, faoin gcaoi a raibh an Rialtas ag iarraidh athchóiriú a dhéanamh ar an gcóras Soláthair Dhírigh, agus ag an am céanna ag tabhairt tacaíocht bhreise don ghluaiseacht a bhaineann leis na hIonaid náisiúnta Tearmainn. Dúirt sé gurb iad na gluaiseachtaí ón mbun aníos ab éifeachtaí nuair atáthar ag tabhairt aghaidh ar shaincheisteanna a bhaineann le tearmann agus le cearta an duine.

Mar sin féin, labhair Victoria Chihumura, mac léinn OÉ Gaillimh a tháinig tríd an gcóras Soláthair Dhírigh, ar chomh scoite amach óna cairde sa mheánscoil a d'airigh sí tar éis a bheith sa chóras Soláthair Dhírigh, agus d'iarr sí go ndéanfaí é a athchóiriú nó go bhfaighfí réidh leis ar fad. Labhair Simba Tshoga, duine atá ag cur faoi go háitiúil i soláthar díreach, faoin gcaoi a raibh go leor féidearthachtaí amach os a chomhair anois mar gheall ar a chuid rannpháirtíochta san fheachtas, agus dúirt sé go raibh rochtain ar an oideachas riachtanach le haghaidh féinchumasú dóibh siúd taobh istigh den chóras Soláthair Dhírigh, chomh maith le bealach ceart chun comhtháthú le sochaí na hÉireann.

Ní raibh sa seoladh ach céim amháin in aistear fada, agus beidh an coiste stiúrtha ag obair i dtreo na sprice atá acu, is é sin Cathair Thearmainn a dhéanamh de Chathair na Gaillimhe faoin mbliain 2020 nuair a bheidh sí mar Phríomhchathair Chultúir na hEorpa. Leanann an feachtas seo samhail na hOllscoile Tearmainn, agus is féidir é sin a athbhreithniú ar <https://universities.cityofsanctuary.org/>

*Íomhá 23: An tUachtarán Ciarán Ó hÓgartaigh, Sara Hakim, Stiúrthóir Fheachtas Tearmainn na hÉireann, agus Coiste Stiúrtha na hOllscoile Tearmainn in OÉ Gaillimh*





# 8 Oiliúint agus Forbairt Comhionannais, Éagsúlachta agus Cuimsithe

## CLÁIR OILIÚNA

Tacaíonn Oifig an Leas-Uachtaráin Comhionannais agus Éagsúlachta le roinnt tionscnamh oiliúna agus forbartha a chabhraíonn le feasacht, meantóireacht, agus forbairt ghairmiúil agus phearsanta a chur ar fáil maidir le réimse saincheistanna comhionannais agus éagsúlachta.

1. Cuireadh tús le hOiliúint i gClaontacht Neamh-Chomhfhiosach i mí Dheireadh Fómhair 2015 agus go dtí seo bhain 378 comhalta foirne leas an oiliúint ceardlainne duine le duine. Tá dhá rogha ar fáil don fhoireann, bíonn na ceardlanna duine le duine ar siúl gach seimeastar nó is féidir tabhairt faoin modúl Claontacht Neamh-Chomhfhiosach ar líne le heolas a thabhairt chun cuimhne arís. Tá oiliúint duine le duine sa Chlaontacht Neamh-chomhfhiosach éigeantach do gach ball d'fhoirne Bainistíochta Acadúla agus Ollscoile, do Chinn Scoile, do Dhéin na gColáistí, do Chathaoirligh ar Choistí, do bhaill ar bhoird/painéil agallaimh agus ardaithe céime, agus do chinnteoirí sinsearach eile.
2. Is acmhainn ríomhfhoghlama nuálach é an **Clár 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). Forbraíodh LEAD i gcomhar le Aurion Learning, agus le tacaíocht ón Údarás Comhionannais agus ón Aonad Príomhshruthaithe Comhionannais. Tá an clár faoi athbhreithniú faoi láthair, agus forbrófar clár nua agus feabhsaithe do gach comhpháirtí.
3. Cuireadh tús le **Ceardlanna Ramp-up (iar-mháithreachas)** i mí Feabhra 2017 agus go dtí seo tá 19 gcomhalta foirne tar éis tabhairt faoin gclár. Is é aidhm na ceardlainne seo tacú le fostaithe nuair a fhilleann siad ó shaoire mháithreachais agus cóitseáil a chur ar fáil faoin mbealach is fearr le cothromaíocht oibre/saoil a bhaint amach. Léiríonn an t-aiseolas atá faighte an taithí dhearfach atá ag comhaltaí ar na ceardlanna:

*“Deis chun labhairt le daoine eile – eispéiris chomhroinnte, etc.”*

*“Ag smaoineamh ar a bhfuil tábhachtach domsa thar na 6 mhí amach romham – thug sé muinín dom as na roghanna a rinne mé”*

*“Thaitin an píosa ar ‘conas an comhrá deacair a bheith agat’ go mór liom!”*

*“Praiticiúil, Tacúil, Réalaíoch agus Cumasú”*

4. Cuireadh tús le **Ceardlanna ar Bhainistíocht go hUilechuimsitheach** i gcomhar leis an gCeardlann Ramp-up chun oiliúint agus tacaíocht a chur ar fáil do bhainisteoirí líne agus do mhaoirseoirí chun a dtuiscint ar dhea-chleachtas maidir le bainistíocht saoire a fhorbairt. Go dtí seo ghlac 72 comhalta foirne páirt sna ceardlanna seo. Léiríonn an t-aiseolas torthaí foghlama tábhachtacha:

*“Spéisiúil agus thug sé ábhar machnaimh dom”*

*“Peirspictíocht nua ar obair foirne”*

*“Cumas plé a dhéanamh ar ábhair dheacra”*

5. **Dínit san Ionad Oibre:** Cuireadh tús le **hOiliúint Chomhionannais agus Éagsúlachta** in 2017/18. Bhí trí sheisiún leathlae ar siúl sa dara seimeastar agus d'fhreastail 26 comhalta foirne orthu. Tá sé mar aidhm ag an seisiún oiliúna tuiscint a thabhairt don fhoireann ar na príomhchoincheapa a bhaineann le Dínit san Ionad Oibre tríd an reachtaíocht chomhionannais agus cásanna praiticiúla araon lena n-áirítear conas dul i ngleic le coimhlint, cad is brí le hiompraíocht mhíchuí ag an obair, agus freagracht an duine aonair ionad oibre a chur chun cinn ina gcothaítear meas ar dhínit gach fostaí. Tá an t-aiseolas a fuarthas go dtí seo an-dearfach.
6. Is clár ceannaireachta do mhná amháin é **Clár Forbartha Ceannaireachta Aurora** agus tá sé á reáchtáil ag Advance HE. Tugann an clár deis scileanna ceannaireachta a fhorbairt agus taithí luachmhar a fháil ar mheantóireacht. Ó 2015 i leith, chuir an Ollscoil maoiniú ar fáil do 57 bean le tabhairt faoin gclár seo.

Cuirtear na deiseanna oiliúna seo ar fáil gach seimeastar de ghnáth, agus bíonn siad mar chuid d'fhéilire oiliúna na hOifige Forbartha Foirne. Tá tuilleadh eolais faoi oiliúint agus forbairt Comhionannais, Éagsúlachta agus Cuimsithe ar an leathanach oiliúna ar láithreán gréasáin Oifig an Leas-Uachtaráin Comhionannais agus Éagsúlachta, nó is féidir ríomhphost a sheoladh chuig [VPequalityanddiversity@nuigalway.ie](mailto:VPequalityanddiversity@nuigalway.ie).

## AN TIONAD FORBARTHA TAIGHDEOIRÍ

Sa Phlean Straitéiseach, Fís 2020, thug OÉ Gaillimh tiomantas go gcuirfí straitéis gairme taighde i bhfeidhm, d'fhonn barr feabhais, nuálaíocht, agus fiontraíocht a chothú. Agus an cuspóir seo mar aon le moltaí Thascfhórsa Comhionannais Insce OÉ Gaillimh á gcur san áireamh, cheadaigh Foireann Bainistíochta na hOllscoile bunú an Ionaid Forbartha Taighdeoirí (RDC), atá nasctha leis an Oifig Taighde agus an Oifig Staidéir Iarchéime. Tacóidh RDC le forbairt ghairmiúil na dtaighdeoirí agus le comhtháthú gach duine de phobal taighde OÉ Gaillimh, lena n-áirítear mic léinn taighde iarchéime agus taighdeoirí ar conradh, chomh maith le comhaltaí foirme acadúla, trí threoir a thabhairt maidir le bainistíocht gairme agus pleanáil agus oiliúint i scileanna inaistrithe. Beidh an tIonad ag obair go dlúth le hionadaithe taighde na foirne, le haonaid acadúla, agus le soláthraithe sainseirbhísí, lena n-áirítear Acmhainní Daonna, an tIonad Forbartha Gairmeacha, an tIonad Sársaighdeáin Foghlama agus Teagaisc agus an leabharlann, chun tacú le riachtanais forbartha gairme phobal taighde OÉ Gaillimh.

Táthar le duine a cheapadh sa phost nua mar Cheannasaí an Ionaid Forbartha Taighdeoirí gan mhoill. Beidh sealbhóir an phoist i gceannas ar bhunú RDC agus déanfaidh sé/sí tionscnaimh eile a dhearadh agus a chur ar fáil chun cur le forbairt ghairmeacha na dtaighdeoirí ionas go mbeidh OÉ Gaillimh mar eiseamláir de dhea-chleachtas ó thaobh forbairt gairme taighdeoirí agus mar rogha ionaid do thaighdeoirí den scoth.





# 9 Polasaithe & Nósanna Imeachta Comhionannais, Éagsúlachta agus Cuimsithe

Tá Oifig an Leas-Uachtaráin Comhionannais agus Éagsúlachta ag leanúint den obair atá ar siúl aici le comhaltaí foirne i ranna éagsúla amhail an Oifig Acmhainní Daonna, Seirbhísí do Mhic Léinn, agus Oifig an Mheabhránaí, le hathbheithniú a dhéanamh ar pholasaithe agus ar nósanna imeachta ábhartha, agus iad a thabhairt cothrom le dáta de réir mar is gá.

## POLASAITHE OIBRE SOLÚBTHA AGUS POLASAITHE A THACAÍONN LE TEAGHLAIGH

Tá sraith polasaithe i bhfeidhm a chuideoidh le tuismitheoirí agus cúramóirí cothromaíocht oibre/saoil a bheith acu, agus a chuideoidh le comhaltaí foirne atá ag iarraidh socrú oibre solúbtha a bheith acu. Tá Oifig an Leas-Uachtaráin Comhionannais agus Éagsúlachta ag bainistiú na scéimeanna saoire comhionannais deiseanna a leanas: Sos Gairme, Saoire do Chúramóirí, Saoire Atruach, Saoire Force Majeure, Scéim Phost-Roinnte don Fhoireann Acadúil, Saoire do Thuismitheoirí, Scéim Oibre Páirtaimseartha, agus Scéim do Bhliain Oibre Níos Giorra.

Tacaíonn an Ollscoil chomh maith le socrúithe oibre solúbtha agus saoire teaghlaigh trí Shaoire Atharthachta ar lánphá, an Polasaí maidir le Cruinnithe i rith Príomhuaireanta, agus an Scéim Fleisc-Ama.

## DEONTAIS TACAÍOCHTA

Tá dhá dheontas nua, ar bronnadh den chéad uair iad sa bhliain acadúil 2016-17, á gcur ar fáil i gcónaí chun tacú le baill den fhoireann acadúil atá i mbun taighde agus a fhilleann tar éis tréimhsí fada a bheith caite acu ar saoire a bhain le cúram.

Cuireann an Deontas Taighde do Chúramóirí Acadúla atá ag Filleadh suas le € 10,000 ar fáil do bhaill foirne a fhilleann ó shaoire fhada a bhain le cúram chun dul i ngleic le taighde neamhspleách arís agus le tacú leo tabhairt faoi. Go dtí seo tá 13 comhghleacaithe tar éis leas a bhaint as an deontas seo i ndiaidh dóibh filleadh.

Cuireann Deontas Forbartha Acmhainne Taighde do Léachtóirí Lárghairme Athena SWAN suas le €5,000 ar fáil do chomhaltaí foirne a bhain leas as saoire a raibh baint aige le cúram le 10 mbliana anuas chun díriú ar a gcuid taighde neamhspleách. Tá an deontas seo á bhainistiú trí Choistí Taighde na gColáistí agus eagraítear glao oscailte ar iarratais gach bliain. Tugadh aitheantas do na 13 comhalta foirne ar bronnadh deontais orthu in 2017 ag lón a d'eagraigh an Leas-Uachtarán Comhionannais agus Éagsúlachta.

Tá tuilleadh eolais faoi na deontais thuas ar fáil ó láithreán gréasáin na hOifige Comhionannais, Éagsúlachta agus Cuimsithe.



Íomhá 24: An tOllamh Anne Scott ag fáiltiú roimh Dhéin Choláistí agus roimh na daoine ar bronnadh Deontas Forbartha Acmhainne Taighde do Léachtóirí Lárghairme Athena SWAN orthu chuig lón dámhachtainí

## POLASÁÍ FÉINIÚLACHTA INSCNE & LÉIRITHE INSCNE

I Meán Fómhair 2017 thosaigh an Oifig an Leas-Uachtaráin Comhionannais agus Éagsúlachta ag dréachtú Polasaí Féiniúlachta Inscne & Léirithe Inscne do OÉ Gaillimh. Bhí an-bhaint ag comhaltaí foirne agus mic léinn leasmhara, lena n-áirítear an Oifig Acmhainní Daonna, Aontas na Mac Léinn, grúpa ionadaíoch de mhic léinn trasinscne, an Gréasán Foirne LGBT+, EDICC, SSDF, agus Ceardchumann leis an obair sin. Scaipeadh an dréachtpholasaí tosaigh go forleathan agus fuair eamar aiseolas úsáideach agus géarchúiseach faoi. Cuirfear an dréacht deiridh den Pholasaí Féiniúlachta Inscne & Léirithe Inscne do OÉ Gaillimh faoi bhráid Fhoireann Bainistíochta na hOllscoile i rith an tsamhraidh 2018, agus beidh sé i bhfeidhm do bhliain acadúil 2018/19.

Tá sé mar aidhm ag an bhforbairt seo ó thaobh polasaí de cur leis an smaointeoireacht faoi chomhionannais, éagsúlacht agus cuimsitheacht laistigh de OÉ Gaillimh

agus í a inchultú. Leagann sé amach go soiléir an gealltanas atá á thabhairt ag OÉ Gaillimh maidir le féiniúlacht inscne agus léiriú inscne daoine aonair a aithint agus tacú leo ionas go gcothófar timpeallacht dhearfach agus fháiltiúil do gach ball de phobal na hOllscoile ina bpléifear le gach ball le dínit agus le meas.

## POLASÁÍ COMHIONANNAIS DEISEANNA

Tá athbhreithniú á dhéanamh ar an bpolasaí Comhionannais Deiseanna atá ann faoi láthair agus déanfar é a thabhairt cothrom le dáta chun go mbeidh sé ag teacht leis an dea-chleachtas agus le reachtaíocht chomhionannais. Léireoidh an polasaí go bhfuil rún daingean ag OÉ Gaillimh deireadh a chur le cleachtais mhíchóra agus leatromacha, idir dhíreach agus indíreach, is cuma conas nó cá háit a dtarlaíonn siad, agus go gcinnteoidh sí go bhfuil coincheapa na héagsúlachta agus an chomhionannais deiseanna ina ndlúthchuid dá cuid luachanna agus dá cuspóirí.





# 10 Láithreán Oifig an Leas-Uachtaráin Comhionannais agus Éagsúlachta

Tá láithreán gréasáin Oifig an Leas-Uachtaráin Comhionannais agus Éagsúlachta beo! Scríobh chugainn ag [www.nuigalway.ie/equalityanddiversity](http://www.nuigalway.ie/equalityanddiversity)

Tá polasaithe agus pleananna gníomhaíochta na hOifige Comhionannais, Éagsúlachta agus Cuimsithe, chomh maith le heolas faoi imeachtaí, oiliúint, agus acmhainní ar nós na bhfoilseachán comhionannais is déanaí agus tuarascálacha an ÚAO le fáil ar an láithreán gréasáin.





# 11 Tosaíochtaí Comhionannais, Éagsúlachta agus Cuimsithe 2018/19

Is é an Suirbhé faoin gCultúr Comhionannais, Éagsúlachta agus Cuimsithe 2018 a chinnfidh tosaíochtaí gach grúpa oibre, bunaithe ar na sonraí a bhaileofar leis na haidhmeanna agus na cuspóirí sa todhchaí a leagan amach.

## Comhionannas Inscne:

Pleananna Gníomhaíochta GEAP agus  
Athena SWAN a chomhtháthú

Dlús a chur le hiarratais Athena SWAN  
ag leibhéal Scoile

Monatóireacht a dhéanamh ar an bPlean  
Gníomhaíochta agus é a chur i bhfeidhm

## LGBT+:

Polasaí Féiniúlachta Inscne & Léirithe  
Inscne a sheoladh

Clár Ally

## Míchumas:

Polasaí Tacaíochta Réasúnta

Feasacht & Oiliúint

## Éagsúlacht Chultúir:

Promhadh comhionannais a dhéanamh ar  
theagasc agus measúnú

Straitéis maidir le forbairtí teanga ar an gcampas





# 12 Achoimre

Mar a tuairiscíodh anseo, rinneadh dul chun cinn suntasach in 2017/18 i dtaca lenár spriocanna tosaíochta agus lenár gcuspóirí combhionannais, éagsúlachta agus cuimsithe in OÉ Gaillimh.

Tá cur i bhfeidhm an Phlean Gníomhaíochta do Chombhionannais Inscne (GEAP), go háirithe, faoi lán seoil agus tá 20 as 24 moladh de chuid Thascfhórsa ar Chombhionannais Inscne OÉ Gaillimh curtha i gcrích nó tá an obair tosaithe orthu agus beidh siad á gcur i bhfeidhm faoin spriocdháta feidhmithe.

Bronnadh Gradam Institiúide Cré-Umha Athena SWAN ar OÉ Gaillimh i mbliana agus bronnadh gradam ar leibhéal roinne ar fhoireann Scoil an Leighis. Bhí gnóthú ghradam Cré-Umha Athena SWAN ar cheann de na príomhthosaíochtaí a bhí aitheanta i bPlean Straitéiseach na hOllscoile 2015-2020.

Tá feabhas suntasach tagtha ar líon na mban atá ag fáil ardú céime chuig gráid acadúla shinsearacha. Is é an céatadán de mhná atá ag grád Léachtóra Shinsearaigh anois > 40%, rud a chiallaíonn go bhfuil OÉ Gaillimh os cionn an mheáin náisiúnta do mhná ag an ngrád sin (HEA Institutional Staff Profiles by Gender, 2017).

Tá athstruchtúrú déanta ar an gComhairle Acadúil chun go mbeidh sí ag cloí leis an mbunriachtanas gur fir iad 40% de na baill agus gur mná iad 40% díobh.

Tá dul chun cinn suntasach déanta chomh maith i ngach sruth oibre a aithníodh i mbliain acadúil 2016/17, lena n-áirítear bunú Líonra LGBT+ agus suirbhé faoi Chultúr na hOllscoile in 2018. Tá grúpaí oibre éagsúlachta cultúir agus míchumais tar éis bearta a chuirfidh combhionannais agus cuimsiú chun cinn a aithint sna réimsí sin.

Cuireann Oifig an Leas-Uachtaráin Combhionannais agus Éagsúlachta roimpi sonraí combhionannais, lena n-áirítear eolas faoi earcaíocht, iniúchtaí coiste, agus iniúchtaí ar chomhaltaí foirne atá faoi mhíchumas, a bhailiú i rith na bliana chun a chinntiú go bhfuil na tacaíochtaí a theastaíonn i bhfeidhm agus go bhfuil polasaithe á gcur i bhfeidhm. Tá sé mar aidhm shonraithe ag Oifig an Leas-Uachtaráin Combhionannais agus Éagsúlachta an mhonatóireacht a dhéantar ar na naoi bhforas combhionannais atá faoi chosaint a fheabhsú.

Ba mhaith le Coiste Combhionannais, Éagsúlachta agus Cuimsithe an Champais in OÉ Gaillimh an deis seo a thapú lena mbuíochas a chur in iúl dá gcomhghleacaithe, don fhoireann agus do na mic léinn uilig san Ollscoil atá páirteach i dtionscnaimh agus i ngníomhaíochtaí a chuirfidh an clár oibre tábhachtach seo chun cinn. Táimid ag súil le bliain thorthúil eile in 2018/19.



OÉ Gaillimh  
NUI Galway

COMHIONANNAS, ÉAGSÚLACHT AGUS CUIMSIÚ

TUARASCÁIL BHLIANTÚIL 2017-2018