



**TUS**



# TUS Equality, Diversity and Inclusion

Annual Report

December 2022

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## Introduction

This report is the first TUS Equality, Diversity and Inclusion (EDI) Annual Report and includes progress updates on activities and awards since the formation of TUS in October 2021 to December 2022. The report includes an update on our TUS Gender Equality Action Plan, our TUS University of Sanctuary Accreditation and our work on promoting consent and ending sexual violence within higher education. 2021- 2022 has involved the formation of our TUS EDI structures to progress our work in promoting and supporting a culture where diversity is celebrated and principles of equality and inclusion are embedded across our technological university. A wide range of EDI related events have taken place within TUS in 2021- 2022 to raise awareness of EDI related issues, showcase EDI related work within TUS and to support further work on EDI related issues.

Through the work of the AIT – LIT Equality Diversity and Inclusion Working Group, we have a draft Equality, Diversity and Inclusion Strategy, which will be finalised following the completion of the overall TUS Strategic Plan. This will direct and inform our EDI related work in the coming years. 2021-2022 included a number of EDI related highlights including:

- Successful Athena Swan Bronze Legacy application leading to our TUS Athena Swan Bronze Legacy Award
- Successful University of Sanctuary application leading to our TUS University of Sanctuary Award
- Formation of EDI Sub-Committee of Governing Body
- The establishment of the LGBT+ & Allies Staff network and work to progress the formation of the TUS Women’s Staff Network and TUS Parents and Carers Staff Network
- The establishment of a TUS wide Community of Practice to respond to disclosures of sexual violence and harassment.
- Progress on many TUS policies and procedures which integrate EDI related considerations

In 2023 we will continue to build on this work and collaborate on initiatives which support an inclusive, supportive and equitable working environment.

## 1. EDI Office

Equality, Diversity and Inclusion in TUS is directed by Marian Duggan, VP for People, Culture and EDI. The EDI office has three members working across multiple campuses. Carol Wrenn is EDI Manager, Trish Bourke is Senior EDI Officer, Alan Tobin is EDI Administrator.



**Marian Duggan**  
VP - People,  
Culture & EDI



**Carol Wrenn**  
EDI Manager



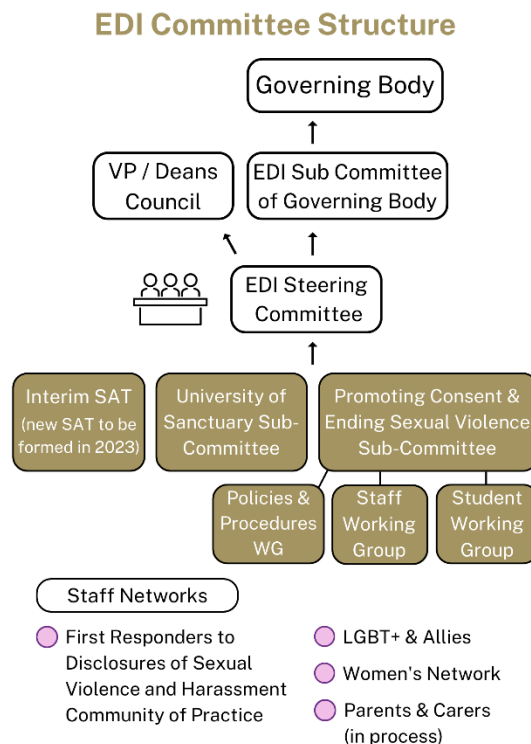
**Trish Bourke**  
Senior EDI Officer



**Alan Tobin**  
EDI Administrator

## 2. EDI Committee Structure

The following graphic shows the committee structure through which the EDI strategic goals are achieved.



The following tables show the membership of committees working towards EDI Strategic Goals in TUS.

## EDI Steering Committee

### Membership List

Name	Title
Prof. Vincent Cunnane	President (Chair)
Marian Duggan	VP Culture, People and EDI
Frances O'Connell	VP for Student Education & Experience
Terry Twomey	VP for Academic Affairs & Registrar
Dr Liam Brown	VP for Research, Development & Development
Dr Maura Clancy	Dean, Applied Sciences & Technology, Director Progression Pathways
Dr Don Faller	Dean of Science & Health
Dr Carol Wrenn	EDI Manager
Linda Barry	Academic Administration & Student Affairs Manager
Sarah LaCumbre	Student Resource Centre Manager
Nuala Harding	Head of the Centre of Pedagogical Innovation & Development
Peter Doyle	HR Manager (Midwest)
Liam Brennan	HR Manager (Midlands)
Niall Naughton	Students Union President

The TUS Sub-Committee on Promoting Consent and Ending Sexual Violence was formed on the 17<sup>th</sup> June 2022 and Terms of Reference Agreed.

## Promoting Consent and Ending Sexual Violence Sub-Committee

### Membership List

Name	Title
Marian Duggan	VP People, Culture and EDI
Frances O Connell	VP Student Education and Experience
Dr Carol Wrenn	EDI Manager
Linda Barry	Academic Administration and Student Affairs Manager
Sarah Le Cumbre	Student Resource Centre Manager
Peter Doyle	HR Manager Midwest
Liam Brennan	HR Manager Midlands
Niamh Murphy	Head of Student Counselling Midwest
Treasa Fox	Head of Student Counselling Midlands
Majella Ryan	Student Counsellor Midwest
Kathy Heavey	Student Counsellor Midlands
Deborah Kett	Dept of Flexible Learning
Aidan O Connor	Dept of Built Environment
Joanne Holland	Careers and Employability
Niall Naughton	SU President

## Promoting Consent and Ending Sexual Violence Student Working Group

### Membership List

Name	Title
Marian Duggan	VP People, Culture and EDI
Frances O'Connell	VP Student Education and Experience
Carol Wrenn	EDI Manager
Majella Ryan	Student Counsellor
Niamh Murphy	Deputy Head of Counselling
Kathy Heavey	Student Counsellor
Treasa Fox	Head of Student Counselling Service
Sarah LaCumbre	Student Resource Centre Manager
Linda Barry	Academic Administration and Student Affairs Manager

## Promoting Consent and Ending Sexual Violence Policies & Procedures Working Group

### Membership List

Name	Title
Marian Duggan	VP People, Culture and EDI
Frances O'Connell	VP Student Education and Experience
Carol Wrenn	EDI Manager
Peter Doyle	HR Manager Midwest
Liam Brennan	HR Manager Midlands
Sarah LaCumbre	Student Resource Centre Manager
Linda Barry	Academic Administration and Student Affairs Manager
Treasa Fox	Head of Student Counselling Service
Niamh Murphy	Deputy Head of Counselling
Kathy Heavey	Student Counsellor
Majella Ryan	Student Counsellor

## University of Sanctuary Sub-Committee

### Membership List

<b>Name</b>	<b>Role</b>
Frances O'Connell	VP for Student Education & Experience (Chair)
Marian Duggan	VP People, Culture & EDI
Dr Carol Wrenn	EDI Manager
Linda Barry	Academic Administration & Student Affairs Manager Midwest
Sarah LaCumbre	Academic Administration & Student Affairs Manager Midlands
Jenny Cooper	Access Officer
Carolann Bargery	Access Officer
Dr Chris McDermott	Academic Staff
Dr Cormac O'Shea	Academic Staff
Dr Alison Sheridan	Academic Staff
Dr Mary McDonnell Naughton	Academic Staff
Dr Matt Cannon	Academic Staff
Paul Keating	Academic Staff
Glen Guilfoyle	Academic Staff
Mona Khan	Projects Coordinator
4 Student Representatives	Sanctuary Scholarship Recipients
Niall Naughton	Students Union President
Shahboz Babaev	Students Union Deputy President
Gerry Callaghan	NGO Representative

### 3. Athena SWAN Legacy Bronze Award

The Athena Swan Charter is a framework to support and transform gender equality within higher education (HE) and research. It is a framework which helps institutions achieve their gender equality objectives. The Athena Swan charter launched in the Republic of Ireland in early 2015 and was re-developed in 2021, in line with findings from a national consultation. The 2021 Athena Swan Ireland charter offers a framework for progressing equality in higher education and research that is unique to Ireland. The objective of the new charter framework is to support higher education institutions, academic departments, and professional units in impactful and sustainable gender equality work and to build capacity for evidence-based equality work across the equality grounds enshrined in Irish legislation.

In late 2021 – early 2022, the TUS EDI office, in collaboration with the AIT – LIT EDI Working Group, developed a TUS Gender Equality Action Plan. This Action plan is a merged plan of the previous AIT and LIT Bronze Award Action Plans. This formed the basis of our TUS application for an Athena Swan Legacy Bronze Award, which we successfully achieved in May 2022.



### 3.1 Progress on TUS Gender Equality Action Plan

The TUS [Gender Equality Action Plan](#) (GEAP) includes 104 actions to be implemented over 3 years (2021 – 2023). These actions relate to establishing committee structures, award accreditation, development and implementation of policies and procedures, development of data collection mechanisms, awareness raising activities and trainings, research and collaborative activities, and networks to support staff engagement. Table 1 below provides an overview of progress on actions in 2021 – 2022. While a majority of actions are underway, some are behind schedule due to the need for more detailed consultation (for example with policies and procedures and in establishment of staff networks) and some technical challenges which have delayed the streamlining of data collection and provision of online trainings across campuses. Actions which are off track are a result of changing context resulting in the need for an amended timeframe, the need for further analysis to progress certain actions in an appropriate manner and short-term personnel gaps within teams. Delayed and off track items will be discussed at Vice Presidents and Deans Council in Q 1 2023.

**Table 1 GEAP Update**

<b>2020 – 2023 Total Actions</b>	104
Total Actions up to end Q4 2022	95
2021-22 Completed actions	20
2021-22 On track/ In progress	26
2021-22 In progress but delayed	37
2021- 22 Off Track	12

#### 4. University of Sanctuary



The Sanctuary Award is an initiative of University of Sanctuary Ireland to encourage and celebrate good practice of universities, colleges and other education institutes welcoming refugees, asylum seekers and other migrants into their university communities and fostering a culture of welcome and inclusion for all those seeking sanctuary. TUS was designated a University of Sanctuary in June 2022, becoming the first Technological University in Ireland to be given the award. Under this designation, TUS established a University of Sanctuary committee and appointed a Sanctuary Scholarships coordinator to oversee UoS activities.

In recognition of its University of Sanctuary designation the TUS VP Council approved 10 Sanctuary Scholarships per academic year for students living in international protection/from a refugee background at undergraduate level and 10 scholarships for students studying on the Access/Transition to Higher Education programme at TUS. The Sanctuary Scholarship is open to all TUS students who are ineligible for education state support and are currently living/have recently transferred out of direct provision. The scholarship pays all fees (tuition & registration) and a quarterly stipend to assist with travel, books, and meals.

TUS is currently supporting 29 students through its Sanctuary Scholarship programme. In 2023/24 TUS will establish its first Sanctuary Student Society and will roll out a mentorship programme for Sanctuary students which will connect Sanctuary students to relevant mentors tailored to meet their needs as they evolve over time from induction to graduation. TUS will also further embed intercultural and anti-racism training for staff and deepen engagements with local community groups working to support refugees and asylum seekers.



*Receiving the University of Sanctuary Accreditation Award*

## 5. Promoting Consent and Ending Sexual Violence

TUS is committed to fostering a safe, respectful and supportive institutional campus culture and is actively working to implement the [Framework for Consent in HEIs: Safe, Respectful, Supportive and Positive: Ending Sexual Harassment in Irish Higher Education Institutions](#) and learnings from the recommendations in THEA's [Promoting Consent and Preventing Sexual Violence Report](#).

The TUS Promoting Consent & Ending Sexual Violence Sub-Committee reports to the EDI Steering Committee and oversees the implementation of the Framework for Consent in TUS through an institutional 4 year [Action Plan](#).

Progress on this action plan in 2021 – 2022 included the following:

- **Anonymous reporting tool:** TUS launched its anonymous violence and harassment reporting tool – Speak Out – on November 1, 2021. This is available on the TUS website and on Staff & Student Portals: <https://tus.speakout.ie/>
- **Staff Training:** 61 Academic, Administrative and Professional Services staff completed training to support disclosures regarding sexual violence and sexual harassment. These trainings were provided by the Galway Rape Crisis Centre and Dublin Rape Crisis Centre. 37 of those who have completed this training have subsequently agreed to be named First Responders to disclosures of sexual violence and harassment.
- **Community of Practice:** The EDI Office and Student Counselling have collaborated to establish a Community of Practice of First Responders to disclosures of sexual violence and harassment. This is a voluntary space, which is facilitated by Student Counselling. It is not intended that this is a therapy space, but rather a space to learn from experiences of receiving disclosures, within the bounds of confidentiality, so that staff:
  - feel further equipped in supporting initial disclosures,
  - have a space to discuss any fears/queries they have in supporting disclosures
  - gain further clarity on the limits of their role in terms of being a First Responder and have up to date knowledge of relevant support services available
  - have an avenue to provide feedback on further supports/training requirements

- **Student Workshops:**

- 1509 students participated in Active Consent Workshops in Academic Year 2021-22. This is an increase from 1319 in Academic Year 2020 – 2021.
- TUS Counselling staff hosted the Active Consent play “*The Kinds of Sex You Might Have in College*” in Athlone campus on 12<sup>th</sup> October 2022 and Moylish on the 9<sup>th</sup> Nov 2022. The play is based on research data and brings audiences through a range of situations and stories that they may encounter as they explore the joyful and occasionally darker sides of sexuality and consent during college life. Approximately 120 TUS students attended this play.

- **Progress on Policy and Procedure to Address Sexual Misconduct:** Staff from the EDI Office and Student Services are involved in a number of national level committees related to the Framework for Promoting Consent and Ending Sexual Violence. The learning from work on these committees has informed the development of our Policy and Procedure to Address Sexual Misconduct. Substantial progress has been made on this draft policy, which is now ready for broader consultation.

- **Website Resources:**

Webpage with information regarding promoting consent and ending sexual violence have been developed:

- <https://lit.ie/en-ie/corporate-services/equality-diversity/promoting-consent-and-preventing-sexual-violence>
- <https://www.ait.ie/about-ait/ending-sexual-violence-and-harassment>

A TUS Midlands and TUS Midwest Moodle page on Ending Sexual Violence have also been developed. These include further detailed resources and supports:

<https://moodle.ait.ie/login/index.php>

<https://moodle.lit.ie/course/view.php?id=8161>

## 6. EDI in the Curriculum

There are many examples across TUS that relate to embedding EDI in the curriculum and developing staff and student capabilities in response to this area. A key development has been the publication of the [TUS Learning and Teaching Strategy and Graduate Attributes Framework](#) which was approved by the Academic Council in September 2022 and incorporates key elements of relevance to the EDI goals of our new university.

The Centre for Pedagogical Innovation and Development (CPID) is continuing the tradition of having a specific emphasis on promoting equality, diversity and inclusion as part of the practice of academic staff and professional staff who support students.

Some examples of initiatives responding to the imperative for an emphasis on EDI include the following:

- CPID staff induction which took place in both Midwest - Moylish Campus and Midlands - Athlone Campus in September 2022, which provided an overview of CPID programmes of non-accredited and accredited offerings.
- Certificate in Inclusive Practice in Learning, Teaching and Assessment (Level 9), which was offered last year and again this year with over 30 staff registered.
- Internationalisation of the Home Curriculum - members of the CPID team worked with colleagues on the BBS in Digital Marketing to explore the potential of enhanced Internationalisation of the Home Curriculum.
- Intercultural awareness training was provided to academic staff and administrative staff, in conjunction with the International Office. In addition, CPID responded to requests from academic colleagues to provide workshops for postgraduate students, in preparation for working in diverse environments.
- all activities relating to embedding Universal Design for Learning (UDL) in the curriculum.

Through, the HEA Gender Equality Enhancement Fund TUS is also collaborating with SETU, ATU, MTU and Advance HE on a project to support embedding EDI in the Curriculum of Technological Universities. The project aims to develop a common Charter and practical framework to embed an overarching awareness, understanding and implementation of Equality, Diversity & Inclusion in the curriculum of the Technological University sector. This project is coming to the end of phase 1, which has involved a consultative process in developing a Charter. Phase 2 will involve development of a practical toolkit to support embedding EDI in the curriculum.

## 7. Spotlight: Collaborative Projects

In 2021 – 2022, in addition to the EDI in the Curriculum project outlined above, the TUS EDI office was involved in two collaborative projects with other Higher Education Institutes. These projects are funded by the HEA Gender Equality Enhancement Fund.

### 7.1 Embedding Gender Identity, Expression & Diversity Training and Best Practice into Irish HEIs.

This is a collaborative project with Shout out – a sector leading charity working to create inclusive educational institutions and 5 HEIs: TUS, SETU, Carlow College, University of Galway and Mary Immaculate College. The project has involved developing and delivering trainings to Senior Management, Human Resources, and Professional Services and Academic Staff on gender diversity and expression. The interactive training sessions were received very positively and 95% of participants were likely to recommend the training to their colleagues. These training were developed in conjunction with and delivered by Shout Out. A Training of Trainers session was also developed and delivered by Shout Out and hosted on our Thurles campus in October 2022. 20 staff from partner organisations completed this training, including 5 staff members from TUS.

In addition to training sessions, partner HEIs and Shout Out launched a National Gender Diversity Champions Network with the purpose of providing further collaboration and support, to share best practice and for policy development in this area.



*Gender Identity, Expression and Diversity Training of Trainers, TUS Thurles Campus*

## 7.2 Engaging men in building gender equality – the development of a pilot programme in Irish HEIs

This is a collaborative project with multiple HEIs, developed through the Athena Swan Practitioners Network including: TUS, MTU, IADT, UCD, UCC, Maynooth University, University of Limerick, Mary Immaculate College, National College of Ireland, Dundalk IT, RCSI and University of Galway. This project, which will commence in 2023, acknowledges that to achieve gender equality, institutions need the full engagement and commitment of their entire workforce—of all genders. This project will involve the development of a programme specifically for male engagement in HEIs in support of gender equality and will be based on an understanding of the barriers to male engagement on work to progress gender equality within Higher Education.

## 8. Spotlight: Events

A number of EDI related events and awareness campaigns were organised in 2022. These included the following:

### International Women’s Day: 8th March 2022



International Women’s Day is a global day celebrating the social, economic, cultural and political achievements of women. The day also marks a call to action for accelerating women’s equality. The theme for International Women’s Day 2022 was #BreakTheBias. The EDI office organised an in person and live streamed event with Keynote Speaker Councillor Uruemu Adejinmi, Cathaoirleach of Longford Municipal District. She addressed the IWD theme of #Breakthebias, as she talked about her journey from Nigeria to Irish politics.

LSAD students added their voice to an [International Posters Exhibition on Gender-based Inequality, Violence and Discrimination](#), which was exhibited in the TUS LSAD Gallery. This exhibition was launched on the 8<sup>th</sup> March 2022.





## TUS International Refugee Week: 21<sup>st</sup> – 25<sup>th</sup> March 2022

Refugee Week was celebrated across TUS campuses from **March 21st – March 25th** with a focus on welcome, community and solidarity. The week included exhibitions, panel discussions, workshops, lectures and talks, with the purpose of highlighting the challenges faced by refugees in Ireland and providing a platform for the refugee voices. The week also marked the submission of our University of Sanctuary Application and approval for funding for TUS University of Sanctuary Scholarships.



**WE ARE HERE HEAR**

THE EXHIBITION SHOWCASES THE VOICES AND EXPERIENCES OF PEOPLE SEEKING REFUGEE IN IRELAND THROUGH A COLLECTION OF POWERFUL PHOTOGRAPHS AND STORIES.

WE ARE HERE, HEAR HIGHLIGHTS SOME OF THE BARRIERS FACED BY REFUGEES AND PEOPLE IN THE ASYLUM PROCESS ASPIRING TO FURTHER THEIR EDUCATION BY RAISING AWARENESS ABOUT THE PRESENCE OF REFUGEES IN IRELAND AND BRINGING THEIR VOICES TO THE FOREFRONT.

DR. SARAH MEANEY SARTORI, PROJECT LEAD  
WWW.WEAREHEREHEAR.IE

TUS ATHLONE CAMPUS  
OUTSIDE MAIN RECEPTION  
15TH MARCH - 24TH MARCH

TUS LIMERICK CAMPUS SATELLITE SHOW  
CHURCH GALLERY  
LIMERICK SCHOOL OF ART AND DESIGN  
21ST - 25TH OF MARCH

College Connect DCU Irish College Council Maynooth University Our Public Service TUS Midlands Midwest

In the video below, Frances O'Connell (VP for Student Education & Experience) delivers an address at the launch of TUS International Refugee Week 2022.





[Refugee Week Welcome Address](#)

 **TUS** Refugee Week 21st-25th March

**Looking back and looking forward:  
The campaign to End Direct Provision –  
How did we get here, and what happens  
next?**

**Thursday, 24th March 2022, 13:00 - 14:00  
Millennium Theatre, Moylish**

**Panel Discussion on the Direct Provision Movement in Ireland**



Donnah Vuma is an activist and campaigner for human rights. She is a founding member of the Movement of Asylum Seekers Ireland (MASI) and the founder of Every child is your child, a community group that works towards supporting children living in direct provision with school essentials. Donnah has 7 years of lived experience in the direct provision system. She is currently studying towards an MA in Peace and Development Studies at the University of Limerick.



Bulelani Mfaco has been in Direct Provision since 2017. Based on his experiences within this system, he joined the Movement of Asylum Seekers in Ireland (MASI) and now acts as their spokesperson. He has spoken out about the issues faced by members of the LGBT community within Direct Provision, as well as the sub-standard living conditions in many centres across Ireland. He has an MA in Politics and is currently completing his PhD in TU Dublin.



Aideen Roche is Policy Officer for Doras. She has been working in the refugee protection and human rights sector since 2006. She holds a Master of Laws degree in International Human Rights and Refugee Law, a Higher Diploma in International Project Management and an undergraduate degree in Anthropology and Sociology. She joined the Doras team in 2013.

**TUS Pride: 28<sup>th</sup> March – 1<sup>st</sup> April 2022**

Pride is a celebration and recognition of the LGBTQ+ community and provides a further opportunity to support LGBTQ+ friends and colleagues. The TUS EDI Office collaborated with TUS Students Union to organise multiple events for students and staff for TUS Pride. This included staff coffee mornings on all campuses to celebrate Pride, discuss allyship and encourage membership of our LGBT+ & Allies Staff Network. Events for students included movie nights, panel discussions and talks on allyship, transgender awareness and TUS LGBT+ Student Society Information.



## International Day of Persons with Disabilities: 3<sup>rd</sup> December 2022



The EDI office was proud to support the TUS Community in our annual observance of International Day of Persons with Disabilities. Celebrated on December 3<sup>rd</sup>, the occasion was celebrated with online workshops and webinars. The EDI office hosted an online event, *Physical Activity for Wheelchair Users*, on Wednesday 30<sup>th</sup> November which was facilitated by David Fitzgerald (founder of the Munster Wheelchair Hurling and Camogie Club), Carmel McKenna (Graduate Studies Support Officer), and Ellie Sheehy (2<sup>nd</sup> year student in Applied Science).



## Inspire Women in Engineering (Explore Engineering): 27<sup>th</sup> April 2022 and 6<sup>th</sup> December 2022

The TUS EDI office is part of the Equality and Diversity working group of Explore Engineering and part of the organising committee for the Inspire Women in Engineering events which took place in University of Limerick on the 27<sup>th</sup> April 2022 and in TUS Moylish on the 6<sup>th</sup> December 2022. Approximately 500 female transition year students attended the event in UL and a further 350 female transition year students attended the event in TUS. Both events included female speakers from industry and academia. Students were asked “How interested are you in becoming an engineer?” before and after the event on the 6<sup>th</sup> December. Those who stated they were very interested in becoming an engineer increased by 7.2 percentage points, which amounts to an overall 34% increase of those who were very interested in becoming an engineer, from pre-event to post-event.





**Explore Engineering**

The INSPIRE event is back! Meet our amazing Speakers and see why engineering is for **Everyone**.



**Aisling Hahessy**  
Structural Engineer ARUP  
Awarded Engineers Ireland  
Engineer of the year



**Prof. Tiziana Margaria**  
Software Engineer UL  
Co-Director of Immersive  
Software Engineering



**Emma Tobin**  
Aeronautical Engineer  
PhD Candidate at UL



**Ritha Jilugu**  
Electronic Engineer Enet  
Networks Operations Team Lead

INSPIRE

women for engineering

WED, 27TH APRIL AT 10AM  
UNIVERSITY OF LIMERICK CONCERT HALL

REGISTER AT: [HTTPS://INSPIRE-WOMEN-FOR-ENGINEERING.EVENTBRITE.IE](https://inspire-women-for-engineering.eventbrite.ie)



**Explore Engineering**

Three speakers working in industry...



**Rahima Ahmed**  
Project Manager  
Rogerson Reddan



**Barbara MacCarthy**  
Site PMO Lead  
Johnson & Johnson



**Aoife Prendergast**  
Hardware & Systems Engineer  
Analog Devices

# INSPIRE

## WOMEN IN ENGINEERING

Millennium Theatre, TUS Moylish, Limerick, V94 EC5T  
Tuesday 6th December  
10:30 - 12:30

**Eventbrite**

**CLICK HERE**

...and a discussion panel from the academic sphere



**Elisabeth O'Brien**  
Manager of DASBE (TUS)



**Finola Deavy**  
Lecturer (TUS)  
Engineering & Informatics



**Vanessa Egan**  
Senior Lecturer (UL)  
Mechanical Engineering



**Daire Davern**  
4th Year Student (UL)  
Mechanical Engineering



## Aurora Award Ceremony: 23<sup>rd</sup> September 2022

In 2021-2022, TUS supported 13 female staff members to participate in the Aurora Women's Leadership programme. In September 2022, Aurora staff and their mentors were invited to an Award ceremony, where they were presented with their Aurora Certificate of Completion by Noel Gavin, Chair of TUS Governing Body EDI Sub-Committee. Dr Siobhan Lucey, Chair of UCC's Women's Network gave a keynote address during the ceremony where she shared her learnings of establishing UCC's Women's Network with her fellow UCC Aurora colleagues.



<b>Aurora Participants 2021- 2022</b>	
Mary Goode	Dympna Fitzgerald
June Daly	Annette Scott
Mary McDonnell Naughton	Geraldine Maughan
Anna Rose Codd	Michelle Molloy
Mairead Cantwell	Karen McAvinue
Louise Higgins	June O'Byrne-Prior
Geraldine Cuskelly	

<b>Aurora Mentors 2021 -2022</b>	
Sean Lyons	Lisa O'Rourke Scott
Jane Burns	Catherine Corcoran
Ashling Jackson	Catriona Murphy
Noreen Morris	Siobhan Moane
Geraldine McDermott	Noelle O Connor
Lisa Connolly	Fiona Quill
Teresa O'Hara	

## World Menopause Day: 14<sup>th</sup> October 2022

TUS EDI Office collaborated with the TUS SHE Research Group to organise a half day seminar in recognition of World Menopause Day. The focus of this seminar was to raise awareness of the symptoms and impact of menopause and specifically looked at menopause in the workplace and ways in which those going through the menopause can be supported. Panel discussions also highlighted TUS research on the menopausal experience of women living in Ireland and physical activity and nutrition supports during menopause transition. This was a hybrid event, with 70 people attending in person and a further 70 online. The TUS EDI office is currently developing a further training plan to support staff in this area.



## International Men's Day: 19th November 2022

TUS recognised International Men's Day by inviting ex-professional rugby players Fergus Farrell and Christian Short for a webinar on men's mental health issues. The webinar took place on Wednesday 16th November ahead of International Men's Day on 19th November. The interview focused on themes such as resilience, challenge, the importance of talking, and men's role in gender equality. The recording of the event can be watched back via the link below:

[Recording of Men's Mental Health Webinar with Christian Short & Fergus Farrell](#)



## 16 Days of Activism against Gender Based Violence: 25<sup>th</sup> November – 10<sup>th</sup> December 2022



25<sup>th</sup> November – 10<sup>th</sup> December 2022 marked the 31<sup>st</sup> year of the International Campaign on 16 Days of Activism to address gender-based violence. The TUS EDI office marked the 16 days by supporting a number of online campaigns, attending and supporting events and conferences, and directing staff to resources and services relating to this theme.



Haven Horizons donated books to the TUS library on the topic of domestic, sexual and gender-based abuse. One of the books donated was a new publication called *Light on the Horizon*. This book is an account of the 30-year history of the development of services by Clare Haven and Haven Horizons, including the work done in the EDGE research group at TUS. Details of the book can be found here: [Pádraig Haran & Madeline Mc Aleer Light On The Horizon | Ennis Bookshop | Clare | Ireland.](#)



TUS Student Counselling and EDI staff attended the HEA conference on Ending Sexual Violence & Harassment in Higher Education Institutions. Dr Carol Wrenn was one of the panellists at this conference and spoke about staff trainings to support disclosures of sexual violence and harassment, the establishment of the TUS First Responder Community of Practice and the importance of collaboration within the sector. Rachel Skelly, National Project Lead on the Speak Out tool, spoke to attendees about the function of Speak Out. The EDI office further promoted the Speak Out tool throughout the 16 Days of Activism, as well as the Unmute Consent campaign.



The EDI office also shed light on campaigns and resources external to TUS. For example, the *Moving Parts* animation series was highlighted. This was a project led by students in IADT and drew attention to consent, bystander intervention, and image-based sexual abuse from the perspective of 3rd level students. Similarly, the EDI office spotlighted the Stand Fest 2022, a campaign by *Stand*, who brought the #GenderJusticeNow message to Moylish and Athlone campuses in late November.



## 9. Communication Channels

### 9.1 TUS Websites

The TUS EDI webpages were updated in 2022. There are now three EDI webpages to support our current structure within TUS. This includes:

A. Front facing TUS webpage:

The main TUS website is currently under development, but information on EDI is available on this page. This is the page that is accessed mainly by those external to TUS. The EDI page is available here: <https://tus.ie/about-us/edi/> This page includes information on our EDI Vision and Mission, our Athena Swan Legacy Award and associated Action plan, our EDI Steering committee and our Gender Pay Gap report.

B. LIT and AIT EDI webpages: Those internal to TUS still largely access the LIT.ie and AIT.ie pages respectively. The EDI pages on these sites can be found here:

- a. <https://lit.ie/en-IE/corporate-services/Equality-Diversity>
- b. <https://www.ait.ie/equality-diversity-inclusion/>

These pages include information on our EDI related events, trainings, networks, approved EDI related TUS policies (this section will be further updated as policies are approved), HEA level data and reporting and information on TUS' work on Promoting Consent and Ending Sexual Violence.

### 9.2 EDI Newsletters

In 2021 – 2022, the EDI office issued regular EDI Newsletters via email to all staff. These newsletters provided details of EDI related trainings, events, awards and collaborative projects.

### 9.3 Social Media

The EDI office uses social media to inform staff and the public about events and initiatives. This includes Twitter, Linked In, and more recently Instagram.



[Website](#)



[EqualityandDiversity@tus.ie](mailto:EqualityandDiversity@tus.ie)



[Twitter](#)



[Linkedin](#)