



TUS



TUS Equality, Diversity and Inclusion

Annual Report

2023

Table of Contents

Introduction	3
1. EDI Office	4
2. EDI Committee Structure	4
3. Athena SWAN Survey & Bronze Award Application	10
4. University of Sanctuary	13
5. Promoting Consent and Ending Sexual Violence	14
6. EDI and Centre for Pedagogical Innovation and Development	16
7. EDI within National Technological University Transformation for Recovery and Resilience (N-TUTORR)	18
8. Spotlight: Collaborative Projects	20
9. Spotlight: Events	22
10. Spotlight: Training	30
11. Spotlight: Staff Networks	34
12. Communication Channels	35

Introduction

The TUS Equality, Diversity and Inclusion (EDI) Annual Report includes progress updates on activities and awards in the calendar year 2023. The report includes an update on preparations for submission of our TUS Athena Swan Bronze Award application, progress in implementing our current Gender Equality Action plan, developments on the TUS University of Sanctuary programme, and our work on promoting consent and ending sexual violence within higher education. Building on the structures put in place in the last two years, the EDI office has continued to promote and support 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 in TUS in 2023 to raise awareness of EDI related issues, showcase EDI related work in TUS and to support further work on EDI related issues.

The TUS Equality, Diversity and Inclusion Strategy is currently in development, which takes its lead from the overall TUS Strategic Plan. This will direct and inform our EDI related work in the coming years.

There were several EDI related highlights in 2023 including:

- Athena Swan All-Staff Survey as part of application for TUS Athena Swan Bronze Award
- The signing by TUS of the HEA's Race Equality Anti-Racism Principles
- The establishment of the TUS Women's Staff Network, TUS Parents and Carers Staff Network, and the continued development of the LGBT+ & Allies Staff network
- The launch of the ESVH Ally Community of Practice to support disclosures of sexual violence and harassment in TUS
- Progress on many TUS policies and procedures which integrate EDI related considerations

In 2024, we will continue to build on this work and collaborate on initiatives which support an inclusive, supportive and equitable working environment. In May 2024, we will host the second national Equitas EDI Conference in TUS Moylish campus. In June 2024 our application for an Athena Swan Bronze Award will be submitted.

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, and Alan Tobin is EDI Administrator.



Marian Duggan
VP - People,
Culture & EDI



Carol Wrenn
EDI Manager



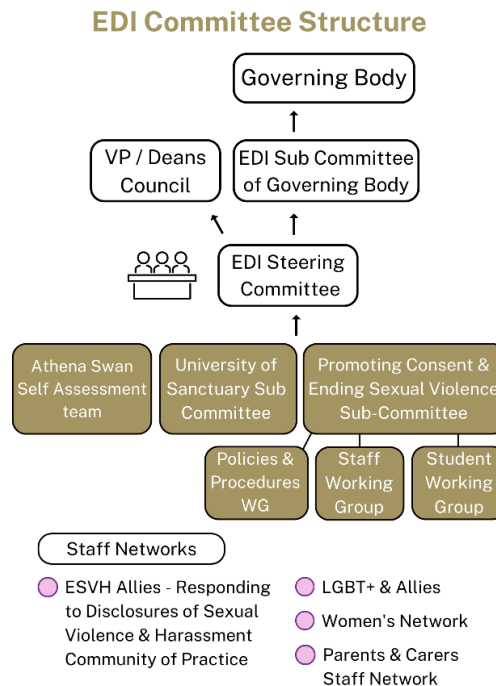
Trish Bourke
Senior EDI Officer



Alan Tobin
EDI Administrator

2. EDI Committee Structure

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



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

EDI Sub Committee of Governing Body

Membership List

Name	Title
Noel Gavin	Chair, Governing Body Member
Prof. Vincent Cunnane	President
Frances O'Connell	VP for Student Education & Experience
Brigid Delamare	Staff Representative, Governing Body Member
Catherine Collins	Governing Body Member
Amelia Lown	SU President, Governing Body Member
Marian Duggan	VP Culture, People and EDI
Dr Carol Wrenn	EDI Manager (minute taker)

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
Dr Nuala Harding	Head of the Centre of Pedagogical Innovation & Development
Peter Doyle	HR Manager (Midwest)
Liam Brennan	HR Manager (Midlands)
Amelia Lown	Students Union President
Rabiya Ali	Sexual Violence Prevention & Response Manager

University of Sanctuary Sub-Committee

Membership List

Name	Role
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
Alan Tobin	EDI Administrator
4 Student Representatives	Sanctuary Scholarship Recipients
Amelia Lown	Students Union President
Gerry Callaghan	NGO Representative

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
Dr Sean O'Connell	Head of Student Counselling Midwest
Treasa Fox	Head of Student Counselling Midlands
Niamh Murphy	Deputy Head of Student Counselling Midwest
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
Amelia Lown	SU President
Rabiya Ali	Sexual Violence Prevention and Response Manager

Promoting Consent and Ending Sexual Violence Student Working Group

Membership List

Name	Title
Marian Duggan	VP People, Culture and EDI (Chair)
Frances O'Connell	VP Student Education and Experience
Dr Carol Wrenn	EDI Manager
Majella Ryan	Student Counsellor
Dr Sean O'Connell	Head of Student Counselling Midwest
Niamh Murphy	Deputy Head of Counselling Midwest
Kathy Heavey	Student Counsellor
Treasa Fox	Head of Student Counselling Midlands
Sarah LaCumbre	Student Resource Centre Manager
Linda Barry	Academic Administration and Student Affairs Manager
Rabiya Ali	Sexual Violence Prevention and Response Manager

Promoting Consent & Ending Sexual Violence Policies & Procedures Working Group

Membership List

Name	Title
Marian Duggan	VP People, Culture and EDI (Chair)
Frances O'Connell	VP Student Education and Experience
Dr 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 Midlands
Dr Sean O'Connell	Head of Student Counselling Midwest
Niamh Murphy	Deputy Head of Counselling Midwest
Kathy Heavey	Student Counsellor
Majella Ryan	Student Counsellor
Rabiya Ali	Sexual Violence Prevention and Response Manager

3. Athena SWAN Survey & Bronze Award Application

The Athena Swan Charter is a framework which helps institutions achieve their gender equality objectives. 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 2021 Athena Swan Ireland 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.

The EDI office has been driving change through the actions laid out in the [TUS Gender Equality Action plan](#), which is a merging of previous AIT and LIT Bronze Award Action Plans. This Action Plan formed the basis of our application for an Athena Swan Legacy Bronze Award, which was awarded in May 2022. This is a working document, and regular updates on progress on these actions are provided to TUS EDI Steering Committee; VP and Deans Council, EDI Sub Committee of Governing Body, and Governing Body. As of December 2023, progress on the GEAP is as follows:

2020 – 2023 Total Actions	104
Completed actions	35
On track/ In progress	34
In progress but delayed	30
Off Track	5

Actions completed and in progress include:

- Establishment of EDI structures and staff networks within TUS
- Provision of self-directed and facilitated EDI related trainings (EDI in Higher Education, Unconscious Bias training, Responding to Disclosures of Sexual Violence, Gender Identity and Expression Training, Aurora Women’s Leadership training, Race Equality training, EDI sessions during induction for staff and postgraduates). Self-directed EDI related trainings are available on the EDI Training moodle page, available to all staff via the “My Apps” portal.
- Publication of regular EDI newsletters
- Multiple EDI related events on campus and online for both staff and students
- Ongoing development, consultation and dissemination of EDI related policies and procedures
- Data collection and analysis of gender and ethnicity staff profile trends

As part of our preparations in submitting an application for a full Athena Swan Bronze award in TUS in 2024, a Self-Assessment Team (SAT) and associated Working Groups were formed. In addition, the Athena Swan All Staff survey was issued on the 17th of October and closed on the 7th of November. There was a total of 568 responses to the survey. 319 respondents were academic staff and 248 were PMSS staff. 60% of respondents (341) were female and 34% of respondents (189) were male. 93% of respondents were full-time and 4% were part-time. 288 respondents were based on Athlone campus, 220 in Moylish and Ennis, 25 in Clare Street and George’s Quay, and 35 in Clonmel and Thurles. The findings are now informing a new Action Plan which will be included in the TUS application for the Athena Swan Bronze Award in June 2024. See full membership table of the Self-Assessment Team (SAT) and its working groups below:

Self-Assessment Team (SAT) Member	Department / Faculty
Marian Duggan	People, Culture and EDI (Chair)
Carol Wrenn	People, Culture and EDI
Alan Tobin	People, Culture and EDI (Admin support to SAT)
Kaushal Shetty	Faculty of Engineering & Built Environment
Ailbe Burke	Faculty of Engineering & Built Environment
Amit Haldar	Faculty of Engineering & Built Environment
Mairead Seery	Faculty of Engineering & Informatics
Ronan Flynn	Faculty of Engineering & Informatics
Jeffrey Buckley	Faculty of Engineering & Informatics
Maureen Falvey	Faculty of Applied Sciences & Technology
Frank Houghton	Faculty of Applied Sciences & Technology
Catherine Ann O Connell	Faculty of Applied Sciences & Technology
Aoife Lane	Faculty of Sciences & Healthcare
Anna Rose Codd	Faculty of Sciences & Healthcare
Ciarán Ó Catháin	Faculty of Sciences & Healthcare
Geraldine Cuskelly	Faculty of Sciences & Healthcare
Niamh Ní Chéilleachair	Faculty of Sciences & Healthcare
Carmel Kealey	Faculty of Sciences & Healthcare
Marguerite Shanley	Faculty of Sciences & Healthcare
Caroline Coyle	Faculty of Sciences & Healthcare
Sharon Lucey	Faculty of Business & Humanities
June O’Byrne Prior	Faculty of Business & Humanities
Gayle Tarmey	Faculty of Business & Hospitality
Ciara Healy	Limerick School of Art & Design
Martina Cleary	Limerick School of Art & Design
Stefano Odorico	Limerick School of Art & Design
Alice Steen	Limerick School of Art & Design
Jacinta Moore	Limerick School of Art & Design
Jude Lohan	Faculty of Continuing, Professional, Online & Distance Learning
Geraldine McDermott	Faculty of Continuing, Professional, Online & Distance Learning

Carmel McKenna	Graduate Studies & Research Staff	
Anne Naughton	Graduate Studies & Research Staff	
Louise Higgins	Academic Affairs & Registration	
Rory Kiernan	Academic Affairs & Registration	
Nuala Harding	Student Education & Experience	
Aileen Sheehan	Student Education & Experience	
Mona Khan	Student Education & Experience	
Carmel Hennessy	Student Education & Experience	
Iain Murray	Student Education & Experience	
Cormac Cloonan	Campus Service & Capital Development	
Louise Doherty	People Culture & EDI	
Annette Scott	People Culture & EDI	
Peter Doyle	People Culture & EDI	
Caroline Burke	People Culture & EDI	
Patricia Smith	People Culture & EDI	
Lena Madden	Research, Innovation & Enterprise	
Alexandre Portela	Research, Innovation & Enterprise	
Olivia Adly Attallah	Research, Innovation & Enterprise	
John McKenna	Strategy, Transition & Projects	
Cindy Blayney	TUS Student	
WG1: Care, Leave & Flexible Working	WG2: Career Development/Progression	WG3: Culture & Organisation
Amit Haldar	Jeffrey Buckley	Catherine Ann O'Connell
Mairead Seery	Maureen Falvey	Frank Houghton
Ronan Flynn	Ciarán Ó Catháin	Marguerite Shanley
Anna Rose Codd	Geraldine Cuskelly	Caroline Coyle
	Niamh Ní Chéilleachair	June O'Byrne Prior
Carmel McKenna	Carmel Kealey	Gayle Tarmey
Iain Murray	Sharon Lucey	Jacinta Moore
Cormac Cloonan	Martina Cleary	Ciara Healy
Annette Scott	Jude Lohan	Stefano Odorico
Carol Wrenn	Geraldine McDermott	Rory Kiernan
	Anne Naughton	Louise Higgins
	Nuala Harding	Mona Khan
	Caroline Burke	Aileen Sheehan
	Patricia Smith	Carmel Hennessy
	Olivia Adly Attallah	Louise Doherty
	Lena Madden	Peter Doyle
	Alexandre Portela	John McKenna
	Carol Wrenn	Carol Wrenn

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 the 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. The Sanctuary Scholarship is open to students who are ineligible for education state support and currently living/recently transferred out of direct provision. The scholarship pays all fees (tuition & registration) and a quarterly stipend to assist with travel, books and meals.

In academic year 23/24 TUS will support 30 students through its Sanctuary Scholarship programme. TUS has an active Sanctuary Student Society on both its Athlone and Limerick campuses and will roll out a mentorship programme for Sanctuary students which will connect students to relevant mentors tailored to meet their needs as they progress 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.



Launch of the Sanctuary Student Society

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 2023 included the following:

- **Staff Training:** 33 staff members completed training in receiving disclosures of sexual violence and harassment since December 2022, including Academic, Administrative and Professional Services staff, and incoming SU officers. Training was provided by the Galway Rape Crisis Centre and facilitated mostly online, with one in-person session taking place for SU officers in Athlone campus. 15 of those who have completed the training this year have subsequently agreed to be named as an Ending Sexual Violence & Harassment (ESVH) Ally on their campus, bringing the total number of ESVH Allies in TUS to 58. ESVH Allies are initial contact persons for students or staff who want or need to disclose sexual violence or harassment. Their role is to listen in a non-judgemental manner and signpost to relevant support services.
- **ESVH Ally Community of Practice:** In the past year the EDI Office and Student Counselling have collaborated to establish a Community of Practice for ESVH Allies in TUS. The Community of Practice had its official launch in September 2023 in Moylish and Athlone. It is a voluntary space supported by Student Counselling. 8 ESVH Ally Community of practice sessions took place during 2023: Back in February, one online and one in-person session was organised by Student Counselling in both the Midlands and Midwest campuses. Student Counselling Midwest facilitated two in-person sessions in LSAD & Moylish in the first semester of the 2023/24 academic year. Similarly, in TUS Midlands campus, two in-person sessions were facilitated by Student Counselling in November and December 2023. The Community of Practice is not a therapy space, but rather a space to learn from experiences of receiving disclosures, within the bounds of confidentiality, so that ESVH Allies:

- 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 an ESVH Ally and have up to date knowledge of relevant support services available
 - have an avenue to provide feedback on further supports/training requirements
- **Speak Out Anonymous reporting tool:** TUS has continued to promote Speak Out as an anonymous reporting tool for sexual violence and harassment as well as other negative behaviours. Speak Out is available on the TUS website and on Staff & Student Portals:

[Speakout](#)

- **Active* Consent Workshops & Play:**
 - In TUS Midlands, Active* Consent workshops were attended by 884 incoming first year students during induction. Attendance at the Active* Consent play “The Kinds of Sex You Might Have at College” came to a total of 70 staff and students.
 - In TUS Midwest, Active* Consent workshops were delivered to 696 1st year students, 254 apprentice students, 20 international students, and 46 LSAD Fine Art students. The total number of students attending the workshops between September 2022 and June 2023 was 1016. Attendance at the Active* Consent play “The Kinds of Sex You Might Have at College” came to a total of 70 staff and students.
- **Progress on Policy and Procedure to Address Sexual Misconduct:** Staff from the EDI Office and Student Services are involved in several 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 undergoing legal consultation.
- **Website & Moodle Resources:**

With the launch of the new TUS website in October, the webpage with information on promoting consent and ending sexual violence is being updated and will be launched in 2024.

A Moodle tile on Ending Sexual Violence has also been developed. This includes detailed resources and supports. It's housed on the EDI Training Moodle page, open to all TUS staff.

[ESVH Resources on Moodle](#)

6. EDI and Centre for Pedagogical Innovation and Development

The Centre for Pedagogical Innovation and Development (CPID) supports and assists with the implementation of the TUS strategic plan's commitment to ensure that "education and service planning and provision embrace the needs of all students and staff and are delivered in an environment that is inclusive and accessible to all." All CPID activities are aligned with the university's strategies and are informed by the key themes of the National Forum for the Enhancement of Teaching and Learning and other HEA-funded initiatives focusing on increasing access to higher education. Inclusion is an ongoing journey, where we seek to provide multiple ways for academic staff to engage with and implement accessibility in their practice. In 2023 a comprehensive programme of accredited and non-accredited professional development was offered to teaching and professional support staff to promote inclusive practice and Universal Design for Learning principles (UDL) as core values underpinning all pedagogical and assessment practices in TUS. Examples include the following:

- **Accredited training for staff:** In 2023 CPID achieved validation for an innovative Master of Arts in Academic Practice. There is a dedicated module on the MA entitled 'Inclusive Learning, Teaching and Assessment' which uses UDL as a key cornerstone for inclusive practice, engaging staff with current research and best practice internationally as part of the module. The Certificate in Inclusive Practice for Learning, Teaching and Assessment (15 ECTS at level 9) was offered in 2021-2022 and in semester one of 2022-2023, with over thirty members of staff registered.
- **Implementing Universal Design for Learning across TUS:** SATLE22 funding was used to develop a range of resources including the 'Reaching Out to All' guide to support staff in adopting the UDL principles. Under the HEA PATH 4 project, TUS engaged a UDL Project Officer, which subsequently became an academic role. In 2023 the focus of this academic role is to further support staff to integrate UDL principles within academic practice.
- **Developing Staff resources:** A comprehensive set of resources have been created to enable staff to embed UDL in their pedagogy and approaches to assessment. These range

from policy documents on accessible exams to video resources for embedding UDL in teaching, learning and assessments.

- **UDL initiatives: non-accredited training:** The CPID has facilitated workshops to introduce all staff to Universal Design for Learning and Accessibility including a symposium entitled ‘Universal Design for Learning: Navigating the Future of Inclusive Education’, in December 2023.
- **Facilitating and Supporting Staff engagement in the UDL badge:** This course was developed by AHEAD and UCD Access & Lifelong Learning and is currently disseminated by the National Forum for the Enhancement of Teaching and Learning. There have been 44 participants from TUS in the last 3 years, with 6 staff also achieving Facilitators’ badges. Currently there are 19 staff on the UDL badge which completes in December 2023.
- **Non-accredited professional development:** Non-accredited events include themed events, a national symposium, and ongoing professional development workshops and seminars. In-person sessions and online events were provided which enabled an inclusive and extensive engagement across the TUS community. Highlights include:
 - Team-based learning
 - Internationalising the Home Curriculum
 - Intercultural Awareness training in conjunction with the International Office.
 - Workshops for postgraduate students, in preparation for working in diverse environments.
- **Brickfield Accessibility tool:** The Brickfield Accessibility tool was rolled out this year and will help CPID increase accessibility awareness and implementation across TUS. It provides an extensive 4 module training course which includes Accessibility Foundations, Web Accessibility, Media Accessibility and Document Accessibility. It also provides guides for students and teachers on file conversions to alternative formats such as: Text formats, MP3 audio files, Daisy Structured audio books and braille. In addition to this, the Brickfield Toolkit which is integrated into Moodle will assist staff to identify and rectify accessible gaps in their courses.

7. EDI within National Technological University Transformation for Recovery and Resilience (N-TUTORR)

The N-TUTORR project is an ambitious sectoral initiative that aims to transform learning, teaching and assessment within the IoT/TU sector. Combining the strengths of student empowerment, staff development and technological transformation, the project will have a lasting impact on the sector by harnessing learnings from the Covid 19 pandemic and building resilience while aligning with the sustainable development goals.

The N-TUTORR project is divided into three streams:

- Stream 1 - Student Empowerment (Transforming the student experience through learner empowerment). This project aims to engage students and encourage them to get involved and lead out on initiatives outside their comfort zone.
- Stream 2 - Staff Capabilities (Transforming teaching, learning and assessment by developing academic, management and support staff)
- Stream 3 - Digital Ecosystems (Enhancing digital infrastructure to deliver on streams 1 & 2 in a sustainable manner)

EDI is one of the cross-cutting themes within NTUTORR and activities in 2023 have included the following:

- **EDI in Curriculum:** Through the HEA Gender Equality Enhancement Fund, TUS is collaborating with SETU, ATU, MTU and Advance HE on a project to support embedding EDI in the Curriculum of Technological Universities. A common Charter on EDI in the Curriculum has been developed and has been adopted by N-TUTORR. In addition, an EDI in the Curriculum toolkit is under development and is close to finalisation. Both the Charter and Toolkit will be formally launched in 2024.
- **EDI N-TUTORR Fellowships** - A total of 133 'Students as Partners in Innovation and Change' Fellowships have been awarded throughout the sector. The awards were made following an application process, where students and staff in all participating institutions were invited to submit applications for projects that would have an immediate impact on the student experience. Up to €5,000 will be made available to support each project. Within TUS, 18 Fellowships were

awarded under Stream 1 – Student Empowerment. Many of these have explicit EDI themes such as:

- To narrow the gender gap in STEM careers by empowering cisgender female undergraduates in sport and health sciences
- Enhancing EDI Principles through Digital Induction Resources
- Student Staff Partnership: Co-Designing LGBTQ+ Assets as Situated Practice
- The development of digital educational resources to enhance the support of female athletes - a step towards bridging the gender gap in sport and health science
- TUS WEWRITE! Project

Other fellowships have strong EDI themes threaded through them.

- **Training Needs Analysis** report has been generated as an outcome of a Training Needs Analysis (TNA) survey completed as part of the (N-TUTORR) Project Stream 2, Work Package 2.31: “Developing capabilities of all staff (Academic and PMSS) to support transformative sustainable higher education and resilience.” This work package concerns itself with developing the capabilities of all staff working in the technological sector with a particular emphasis on teaching, learning and assessment within the context of digital transformation, underpinned by building in resilience and sustainability. As such, it aims to establish a baseline of staff digital capability and leading from this to plan, coordinate and recognise staff engagement with professional development activities, both on an institutional and national level. The survey was intended to be all-encompassing, including academic teaching staff, management, technical, professional services, research and support staff.

TUS undertook a TNA Survey focusing on the development of staff capabilities, framed around supporting transformation, resilience and sustainability in Higher Education (HE); aligned with the project criteria, NextGenerationEU, the Sustainable Development Goals (SDG), the EU Digital Education Action plan, the National Development Plan Framework (NPDF). This TNA will inform the development of a range of EDI CPD opportunities for both academic and Professional, Management and Support Staff (PMSS) staff that will align with the identified training needs and gaps in staff capacity, including in EDI. TUS’s N-TUTORR Staff Capabilities Co-ordinator will work with CPID, HRD and any other TUS staff training providers to design and develop a staff professional development plan to equip staff for the transformation of learning, teaching and assessment, resilience and sustainability.

- **EDI related Masterclasses:** TUS collaborated with NTUTORR partners in organising EDI related masterclasses in 2023 and 2024 on topics such as supporting EDI in the Curriculum. A series of Masterclasses have delivered talks on the EDI values of being inclusive, supportive and collaborative (TUS Strategic Plan 2023 – 2026), with further Masterclasses in this area being scheduled for the remainder of the academic year.

8. Spotlight: Collaborative Projects

In 2023, 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 (GEEF).

8.1 Engaging men in building gender equality – 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. MTU is the lead partner on this project.

The project is based on the collective belief that to achieve gender equality, institutions need the full engagement and commitment of their entire workforce—of all genders. The project will culminate in 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.

To this end, a consultant (Sinead Doody, *Doody Facilitation and Consulting Ltd*) has been recruited to carry out desk-based research on the barriers and challenges to male engagement in gender equality, hold roundtable sessions and 1-1 interviews with men from across the partner HEIs, and finally to design a programme based on the outcomes of research and consultation.

In September 2023, Sinead Doody conducted a survey amongst the partner HEIs around our perceptions as to the issues and barriers to male engagement in gender equality initiatives. Following on from this, online focus groups for EDI VPs took place on the 10th, 13th and 15th November.

The next step is the rollout of wider focus groups and semi-structured interviews with relevant HEI staff.

8.2 Enabling Gender Equality during Transformational Change: Developing A Leadership Programme for the Technological Higher Education Sector

TUS has partnered with TU Dublin, ATU, SETU, MTU, IADT and Dundalk IT to develop and pilot an accredited, tailored Leadership Development Programme for the Technological HE sector. TUS is the lead partner on this initiative.

The aim is to develop an accredited Leadership Development programme which incorporates a strong intersectional gendered lens and is fit for purpose for the changing context within the Technological University Sector. The programme aims to address challenges that hinder the successful achievement of gender equality in senior leadership roles, build leadership capability in equality, diversity and inclusion and embed inclusion into the new structures, processes, policies, and cultures of these organisations.

To develop and support the delivery of this training programme, funding will be used to facilitate the buy out of a percentage of an Academic staff member's time. This staff member will lead out on the review of current Leadership Programmes, developing a bespoke TU Sector Transformational Leadership programme and bringing it through an accreditation and validation process.

9. Spotlight: Events

A range of EDI related events and campaigns were organised in 2023 with the intention of raising awareness and promoting equality under the nine equality grounds and socio-economic status.

9.1 TUS International Refugee Week: 27th Feb – 3rd March 2023

Refugee Week took place in TUS from 27th February - 3rd March. A working group of staff members across a variety of departments planned a range of events across TUS campuses and online. The events included the launch of the new TUS Sanctuary Society, an Irish Red Cross stand on campuses to discuss Community Sponsorship, a webinar on trauma in a refugee context, and a VR exhibition which shared refugee stories. Click below to watch back the webinar "The Refugee Journey & the Impact of Trauma":

[Click Here to Watch Recording](#)



9.2 International Women's Day: 8th March 2023



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 2023 was #EmbraceEquity.

We celebrated on 8th March across TUS campuses. Events included Purple Coffee Mornings on all campuses, an exhibition by the *Mná na nEalain* group who displayed their 'Bantracht' exhibition in Moylish, an exhibition by *Women from the Inside* collective, a talk by Brenda Romero on the role of women in STEM, an informative webinar on *Considerations for Sportswomen in relation to the menstrual cycle and contraceptives*, and an online introduction to the new TUS Women's Network.



9.3 TUS Pride Week: 20th – 24th March 2023

TUS celebrated Pride Week from March 20th-24th. The LGBT+ & Allies Staff Network was delighted to collaborate with the Students Union in planning events for Pride. The network supported a range of events for staff including informative talks on supporting gender diverse people (both for front-facing staff and parents), a pronoun awareness campaign, and the opportunity to join the network.



Click below to watch Aoife Ryan's webinar on Self-Care for Parents and Steps to Support Gender Diverse Families, or Patrick McElligott's webinar on Supporting Gender Diversity in a Third Level Setting.

[Click Here to Watch Aoife Ryan's Webinar](#)

[Click Here to Watch Patrick McElligott's Webinar](#)

9.4 Ending Sexual Violence & Harassment (ESVH) Ally Launch: 1st & 4th September 2023



An Ending Sexual Violence & Harassment (ESVH) Ally in TUS is someone who has completed Sexual Violence Disclosure Training with Galway Rape Crisis Centre. ESVH Allies are initial contact persons for students or staff who want or need to disclose sexual violence or harassment. Their role is to listen in a non-judgemental manner and signpost to relevant support services.



The ESVH Allies Community of Practice had their official launch on Friday 1st September in Moylish and Monday 4th September in Athlone. The purpose of the launch was to recognise the commitment of and provide support to our ESVH Allies, and to start the process of promoting ESVH Allies in TUS. At the launch, we heard from our colleagues in Galway Rape Crisis Centre about further work in this area. Each ESVH Ally received a branded resource pack on the day.

9.5 Aurora Award Ceremony: 23rd September 2022

We celebrated with 11 new Aurora graduates and their mentors on September 27th in Athlone. Guests & speakers included President Vincent Cunnane, Tonya Watts from Advance HE and Mayor of the Athlone and Moate Municipal District, Louise Heavin. The EDI office congratulates everyone who was awarded certification and thanks this year’s mentors for their time and dedication to the programme.



Aurora Participants 2022 - 2023	
Adrienne Kelly	Amy McGuire
Anne Naughton	Sue Corcoran
Elaine Tynan	Emma Murphy
Gayle Tarmey	Treacy McIntyre
Jennifer Sexton	Karen Cunningham
Mairead Seery	

Aurora Mentors 2022 - 2023	
Siobhan Moane	Celine Peignan
Lisa O’Rourke Scott	Cathy Jones
Linda Barry	Jane Burns
Maura Clancy	Carol Wrenn
Noelle O’Connor	Mary Goode

9.6 TUS Women’s Network Launch: 19th October 2023

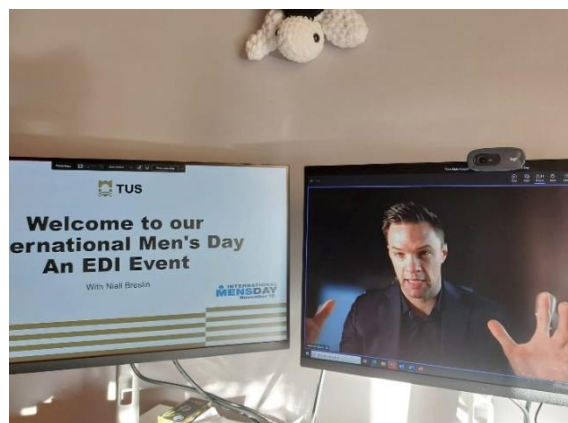
The TUS Women’s Network had their launch on Thursday 19th October on Athlone campus (and online). Speakers included VP for People, Culture & EDI Marian Duggan, Deputy Chair of the network June O’Byrne Prior and EDI Senior Officer Trish Bourke. Special guest speaker was Dr Eburn Joseph, Race Relations Consultant, Antiracism Specialist and Director & Founder of the Institute of Antiracism

and Black Studies, who spoke powerfully about the importance of applying an intersectional lens to the work of the Women's Network. The network Chair Mary McDonnell Naughton closed proceedings with a strong commitment to putting respect at the core of everything the network does.



9.7 International Men's Day: 15th November 2023

TUS recognised International Men's Day (IMD) by inviting men's mental health advocate Niall Breslin for an online talk on men's mental health issues. The theme of IMD this year was Zero Male Suicide. The webinar took place on Wednesday 15th November ahead of International Men's Day on the 19th. The talk focused on themes such as removing stigma and the importance of talking.



9.8 16 Days of Activism against Gender Based Violence: 25th November – 10th December

The *16 Days of Activism Against Gender-Based Violence* campaign ran from 25th November to December 10th 2023. This was the 32nd year of the International Campaign. The TUS EDI office marked the 16 days by supporting several events and online campaigns and directing staff to resources and services relating to this theme.

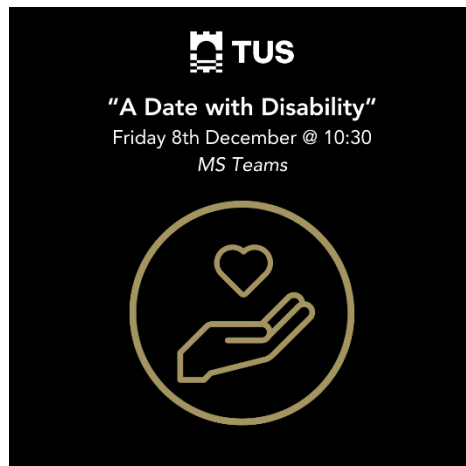


The EDI office was delighted to welcome Eve McDowell for an online talk detailing her successful public campaign to have stalking determined as a standalone offence under Irish law. This change was passed into law in November 2023.



This year, Haven Horizons donated more books to TUS libraries in the Midwest and Midlands on the topic of domestic, sexual and gender-based abuse, bringing the total number of books donated to TUS by Haven Horizons to 70. The books were donated in TUS Midlands library on Friday 1st December and in an event on The Street in Moylish on Thursday 7th December. Thanks to TUS Lecturer Madeline McAleer for her continued work in this space.

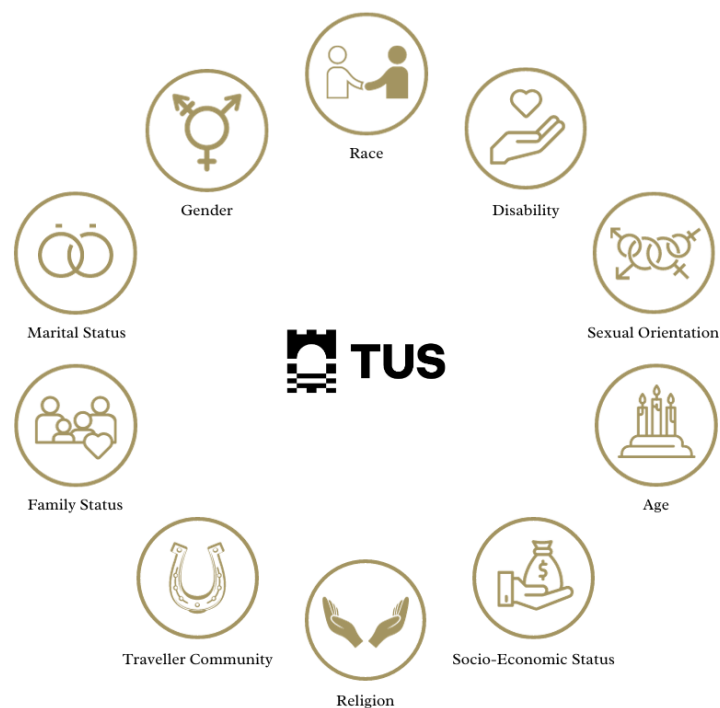
9.9 International Day of Persons with Disabilities: 3rd December 2023



The EDI office was proud to support the TUS Community in our annual observance of International Day of Persons with Disabilities (3rd December). The occasion was celebrated on Friday 8th December in TUS with a very special event – “A Date with Disability”. Staff and students shared their experiences of navigating life and work in TUS highlighting their own learning differences. The event took place on MS Teams and received a good level of engagement and positive feedback. The conversation covered issues such as invisible disabilities, the availability of student and staff supports in TUS, stigma around accessing supports, overcoming negative experiences in the past and Universal Design for Learning.

10. Spotlight: Training

The TUS EDI office organised and facilitated a wide range of trainings in 2023, all of which aimed to increase awareness and address inequalities under the nine equality grounds enshrined in Irish legislation, and socio-economic status.



10.1 Sexual Violence Disclosure Training

The EDI office continued its collaboration with Galway Rape Crisis Centre (GRCC) in 2023. GRCC facilitated Sexual Violence Disclosure Training for TUS staff on the dates outlined below.

Event Name	Date	Location	Attendance	F	M	Other
Sexual Violence Disclosure Training	15.02.23	Online	8	3	5	0
Sexual Violence Disclosure Training	14.06.23	Online	6	4	2	0
Sexual Violence Disclosure Training for SU Officers	27.07.23	Athlone	8	3	5	0
Total			22			

The 22 staff members trained in this area in 2023 builds on a community of staff trained in previous years. A total of 66 staff members have taken the GRCC training since the EDI office began offering it,

with 58 of those electing to be named an ESVH Ally afterwards. An ESVH Ally is someone who has completed the GRCC *Sexual Violence Disclosure Training* and who has agreed to be named as an initial contact person for students or staff who want or need to disclose sexual violence or harassment. Their role is to listen in a non-judgemental manner and signpost to relevant support services.

Time Period	Numbers Trained	ESVH Ally Membership
2022-2023	66	58

10.2 EDI Training for Senior Leaders



The EDI office hosted two EDI Sessions for TUS Senior Leaders & Managers in late March 2023. The objective of the sessions was to refresh understanding of strategies & action plans to promote equality, diversity and inclusion in the workplace whilst hearing about new and ongoing national initiatives to support EDI within Higher Education. Themes includes Athena Swan, Race Equality, Gender Identity and Expression, and Supporting menopause in the workplace. The first session took place on the Athlone campus, with the second session taking place online.

Training Title	Dates	Location	Total Attendance	M/F
EDI Training for Senior Leaders In-Person	29.03.23	Online	78	40/38
EDI Training for Senior Leaders Online	29.03.23	Online	62	30/32

10.3 Aurora Women’s Leadership Programme

[Aurora](#) is a Women’s Leadership Development Programme provided by [Advance HE](#). The programme is targeted at women in academic, support and research roles to enable leadership potential and provide an opportunity for growth and development. The programme is a mix of development days and action learning sets. TUS also supports participants to be matched with mentors during this programme. 11 participants graduated from the programme in 2022-23, culminating in a ceremony in Athlone in September 2023 (see 8.5). 13 staff members are taking the programme in 2023-24.



10.4 EDI Moodle Training Suite

The EDI office has curated a suite of trainings on Moodle, accessible to all TUS staff, with modules on each of the nine equality grounds and socio-economic status, as well as sections on ESVH, Bystander Training, and much more. The course is linked below. The access code is **TUSEDI4U**.



[EDI Training on Moodle](#)

There were 78 participants on the EDI Training Moodle page between September 2023 and December 2023 only. With a sustained campaign of promotion in 2024, it is hoped that this number will significantly increase. The suite of trainings on the EDI Training Moodle Page will be further developed and expanded over time. The EDI in Higher Education module had 87 participants in 2023.

10.5 Other EDI-related Training

There were several other EDI-themed trainings throughout the year which the EDI office either organised, financed or supported, as per below:

Training Title	Date	Location	Total Attendance	M/F
Traveller Culture Awareness	24.10.23	Zoom	17	6/11
EDI Training for Class Reps	17.10.23	In person	80	40/40
Sexual Harassment in the Workplace – GRCC Pilot Programme	07.12.23	Zoom	6	1/5

10.6 EDI Office – Continuing Professional Development (CPD)

EDI Office staff members also engaged in a wide range of trainings as CPD in 2023, including but not limited to the following:

- *Gender Identity, Expression and Diversity Training*
- *Sexual Violence Disclosure Training*
- *Bystander Training*
- *Anti-Racism and Race Matters Training*
- *EDI modules provided by Cirdas (SETU)*
- *Sexual Harrassment in the Workplace*
- *Masculinity in the workplace*
- *Traveller Culture Awareness Training*
- *ADHD Staff Training*
- *MA Leadership in Workplace Health & Wellbeing*
- *Unconscious Bias Training*
- *Becoming a Male Ally at Work*
- *Financial Wellbeing*
- *ReEnergise Work Day*
- *Aurora Mentor Training*
- *Neurodiversity Training (NTUTORR)*

11. Spotlight: Staff Networks

Significant progress was made on the development and support of EDI-related staff networks in 2023, including the launch of the TUS Women’s Network, expansion of the LGBT+ & Allies Staff Network, and more recently, the founding of a Parents & Carers Staff Network.

11.1 LGBT+ & Allies Staff Network



The LGBT+ & Allies Staff Network is committed to fostering a safe and inclusive workplace for the LGBT+ community in TUS. The network welcomes both members of the community and allies who will actively work with our LGBT+ Community on raising awareness, supporting events and encouraging members to discuss issues in a safe space. Membership is open to all TUS Staff members who support its aims and objectives.

[Join the Network](#)

11.2 Women's Staff Network



The TUS Women’s Network was launched in November 2022 by members of staff who had previously taken part in the Aurora Women’s Leadership programme with support from the EDI office. This member-led network aims to empower, inspire and amplify the voices of all women, including those in academia, professional services and research. Membership is open to all across the TUS community and is inclusive of diverse ages, ethnicities, beliefs, abilities, sexual orientations and personal gender histories. Staff interested in joining the network should complete the form below:

[Join the Network](#)

11.3 Parents & Carers Staff Network

Life can be demanding, and TUS strives to support employees who have caring obligations, those who provide unpaid care and support. An increasing number of employees are caring for parents and family members. This network is a space to speak about experiences, share knowledge and support each other in parenting and caring roles. Future events will include online or in person meetups, workshops and speakers. In November 2023, the network had its first event, an online talk by member Deborah Kett entitled *Navigating Home Tutoring as a Parent; Supports & Funding*.

TUS staff members who would like to join the network should complete the form linked below:

[Join the Network](#)

12. Communication Channels

12.1 TUS Website

The TUS EDI webpages were migrated across from the old LIT & AIT websites to the new TUS website in October 2023. See the EDI page on our new [TUS website](#) here.

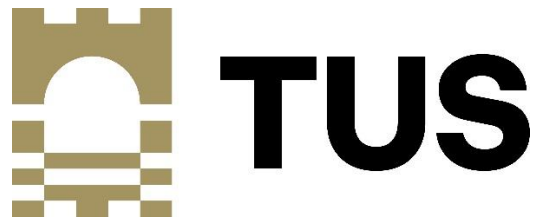
This page includes information on our EDI Vision and Mission, the Athena Swan Bronze Award application process, the EDI Steering Committee, events, trainings, networks, approved EDI related TUS policies, HEA level data and reporting, and information on work within TUS on Promoting Consent and Ending Sexual Violence.

12.2 EDI Newsletters

In 2023, the EDI office issued three EDI Newsletters via email to all staff. These newsletters provided details of EDI related trainings, events, awards and collaborative projects.

12.3 Social Media

The EDI office uses social media to inform staff and the public about events and initiatives. This includes X, LinkedIn, and Instagram. Links are available to all of these channels on the following page.



[Website](#)



EqualityandDiversity@tus.ie



[X](#)



[Linkedin](#)



[Instagram](#)