



Equality, Diversity and Inclusion Group – Student Engagement
University College Dublin
Dr. Conor Buggy



UCD Equality Diversity and Inclusion

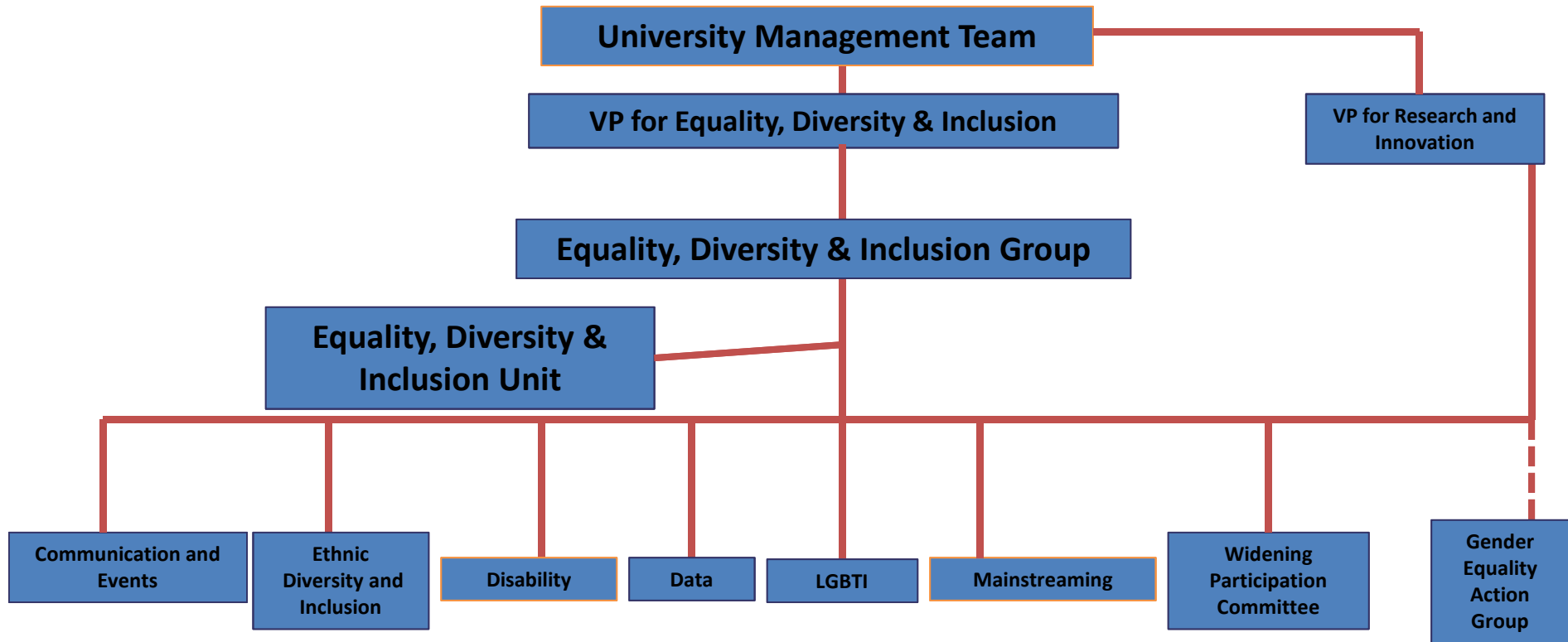
- EDI Group and Structure
- Student Engagement
- EDI Initiatives
- Gender Identity and Expression Policy and Guidelines Development

UCD Equality Diversity and Inclusion

- As Ireland's global university, our Community consists of a diverse group of employees and students.
- UCD recognises the value that diversity brings to the University in terms of the broad pool of employees and students available, the richness of discussions and solutions that take place, and better decision making at senior levels with a diverse membership.
- It is important that a culture exists to support the vision of a Global University and to achieve the strategic objective of “attracting and retaining an excellent and diverse cohort of students, faculty and staff”.

UCD Equality Diversity and Inclusion – Vice President

- EDI Group established September 2015.
- The Vice-President for Equality, Diversity and Inclusion, Professor Colin Scott, was appointed in March 2017.
- This role sits on the University Management Team and chairs the Equality, Diversity and Inclusion Group. It makes recommendations to the UMT on EDI related matters, leads on the mainstreaming of EDI throughout the University, and plays a key role in supporting the implementation of the University strategy and EDI strategy.
- The Vice-President also creates links with external bodies such as the Higher Education Authority, the Irish Universities Association, and the Irish Human Rights and Equality Commission. This is a key role in championing the Equality, Diversity and Inclusion agenda.



UMT Equality, Diversity and Inclusion Structure – September 2017

UCD Equality Diversity and Inclusion – Student Engagement

- Student Engagement is crucial for all initiatives to be a truly community wide endeavour.
- The EDI Group includes the Dean of Students.
- The EDI Group includes two student union representatives.
- Each EDI Subgroup can have student representation either from the student union or student societies.
 - e.g. LGBTI Subgroup contains one student from the student union – the Welfare Officer, and one student from the student LGBTQ Society – the President.
- Any policies that require consultation as part of their development, students have an equal opportunity to participate in both consultation workshops and online feedback.
 - e.g. Gender Identity and Expression Policy March to April 2017 and the forthcoming Equality Diversity and Inclusion Policy in December 2017.

UCD Equality Diversity and Inclusion – Initiatives and Events

- Equality Impact Assessment Toolkit
- Athena SWAN Bronze Award
- Policy Enhancement and Development
 - Gender Identity and Expression
 - Dignity and Respect
 - Equality Diversity and Inclusion
- EDI Group supported new community initiatives and events.....



UCD President Andrew Deeks with our Taoiseach Leo Varadkar at the launch of our 1ST Annual EDI report.

UCD Equality Diversity and Inclusion – Community Choir



Over 150 Members

Practice Every Week
and
Perform at UCD Events



UCD Equality Diversity and Inclusion – LGBTI Community



First university in Ireland to fly the Pride Flag at their entrance during Pride Week

Promoted the formal launch of the LGBTI Staff Network



UCD Equality Diversity and Inclusion – UCD Festival



UCD Equality Diversity and Inclusion – UCD Strictly



Staff and Students came together to practice for four weeks and to perform in front of 700 UCD colleagues and family in a three hour show to raise €26,000 for charity.



Gender Identity and Expression Policy and Guidelines

- UCD strives to value and encourage all members irrespective of gender identity, and to respect and recognise diverse gender identities and gender expression.
- A gender Identity and Expression Working Group was therefore established, consisting of stakeholders from across the University, to develop a Gender Identity and Expression policy and supporting guidelines.
- University-wide consultation took place in relation to a draft version of this policy and guidelines in the form of a workshop which was open to all members of the University community.
- This support will be visible through the planned signage both inside and outside of facilities across the University, the Gender Identity and Expression training organised for those dealing regularly with staff and students, and guidelines around the use of language.

Gender Identity and Expression Policy and Guidelines

- September 2016 – working group initiated.
- October to December 2016 – TENI consultation and gender policy research and development.
- January 2017 – Draft Policy and Guidelines presented to UMT.
- February to March 2017 – Draft Policy revisions and restructuring, plus review through Equality Impact Assessment Tool.
- April 2017 – Consultation
- May 2017 – Finalisation and Approval by UMT
- July 2017 – Key staff notified of Policy roll out. System change commencement.
- September 2017 – Key staff gender identity and expression training.
- October 2017 – Formal launch of the policy, community awareness campaign and roll out of signage.

Gender Identity and Expression Policy and Guidelines

- Students were engaged from the start.
- Student Union representation was in the working group.
- EDI LGBTI Subgroup heavily involved.
- Transgender Equality Network Ireland were involved in policy development and workshop consultation exercises.
- Staff and students had the opportunity to provide feedback on the draft policy and guidelines online or take part in a half-day workshop.
- Workshop was well attended with over half of the workshop attended by students.

Useful Links

- <http://www.ucd.ie/equality/>
- <http://www.ucd.ie/equality/information/equalityimpactassessments/>
- <http://www.ucd.ie/equality/groups/>