



ACTION PLAN 2025

HOST INSTITUTIONS



PARTNER INSTITUTIONS





Foreword

At APC Microbiome Ireland, we are committed to fostering an inclusive, diverse, and supportive research environment where everyone can thrive. As a world-leading Research Ireland Centre, we recognise that embracing equality, diversity, inclusion, and wellbeing (EDIW) is not only a fundamental responsibility but also a driver of scientific excellence and innovation. By cultivating a culture that values diverse perspectives and prioritizes wellbeing, we strengthen our ability to address global microbiome-related challenges and contribute to economic and societal progress. Our ongoing commitment to EDIW ensures that APC remains a welcoming and empowering space for our researchers, clinicians, industry partners, and wider community.

Prof. Paul Ross

Director
APC Microbiome Ireland



EDIW Vision Statement



EDIW Mission Statement





Our Committee

We are a diverse team of passionate individuals who are dedicated to fostering an environment of equality and inclusivity for those at APC. Our committee members are from diverse backgrounds and research sites across all career stages. Together we work to ensure that all at APC have a voice and are supported, inclusive of their diversities, creating a sense of belonging and providing equal opportunities for all.





**Amanda
Lohan**



**Brendan
Curran**



**Catherine
O'Leary**



**Dasha
Nikolaeva**



**Elisabeth
O'Flaherty**



**Emmanuel
Osei**



**Jatin
Nagpal**



**Jennifer
Mahony**



**Lisa
MacSharry**



**Lorraine
Draper**



**Michelle
O'Riordan**



**Neda
Nezam Abadi**



**Rachel
Moloney**



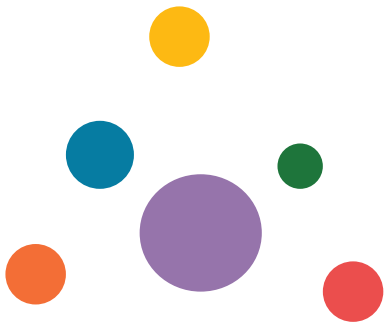


**Revathy
Munuswamy**





Equality Grounds

We have identified 15 key areas of diversity that our committee will strive to support through events, initiatives, focus groups, training, and provision of supports.





AGE

A person's age (this does not apply to a person aged under 16)

**FAMILY
STATUS**

Being a parent of a person under 18 years or the resident primary carer or parent of a person with a disability.

**GEO-
GRAPHIC
ORIGIN**

A person's place of origin may be near or far from their current location, which can mean changes to social, environmental and occupational systems.

**RACE &
ETHNICITY**

Includes race, skin colour, nationality or ethnic origin.

**CAREER
STATUS**

A person's career level can be from undergraduate student to leadership level.

**SEXUAL
PREFERENCE**

A person's sexual orientation including gay, lesbian, bisexual, asexual and heterosexual.

**MENTAL
HEALTH**

Mental health includes our emotional, psychological, and social wellbeing.

Culture is the shared characteristics of a group of people, which encompasses , place of birth, religion, language, cuisine, social behaviours, art, literature, and music.

CULTURE

A person's religious belief, background, outlook or none.

RELIGION

Health status is a measure of how people perceive their day-to-day health and fitness,.

**HEALTH
STATUS**

A person's gender identity including male, female, transgender or non-binary.

GENDER

This includes differences in how a person's brain and cognition function, therefore recognising that we are all different in how our brain processes, learns, and behaves.

**NEURO-
DIVERSITY**

A person's civil status be it single, married, separated, divorced, widowed, civil partnered and formerly civil partnered.

**MARITAL
STATUS**

This includes people with physical, intellectual, learning, cognitive or emotional disabilities and a range of medical conditions.

DISABILITY

A person's economic and social position in relation to others, based on the income, education, and occupation of an individual and their family.

**SOCIO-
ECONOMIC
STATUS**

Committee Strategic Objectives



Support APC staff and researchers to obtain a culture of EDIW.



Demonstrate leadership of EDIW across APC.



Promote engagement of all APC staff and researchers in EDIW culture.

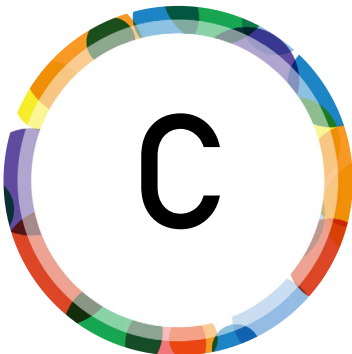


Actions



Action Plan

- Categories of support
- Committee formation
- Survey for barriers to EDIW
- Create action plan



Communication & Engagement

- Supports & policies
- Promote positive centre culture
- Events (Cultural, Social, Wellbeing)



Training & Development

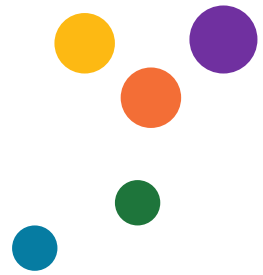
- Train committee members, leadership, staff & students
- Facilitate a mentorship programme



A : Action Plan

Action: To develop an action plan, with defined outputs and deliverables for 2025

Action	Deliverable	Objective	Timeline
Formation of a dynamic 2025 EDIW committee, that welcomes new members and their perspectives	EDIW Committee with established terms of reference an acting chair and deputy chairpersons.	1,2,3	Jan 25
Identify categories of support/equality grounds	A list of categories/equality grounds for our committee to ensure support	1,2	Jan 25
Survey for barriers to EDIW	Information on any key areas that require support	1,3	Jan 25
Develop an action plan with clearly mapped objectives & deliverables	An action plan created by the EDIW Committee	1	Feb 25
	Approval from peers and executive team on action plan	2	Feb 25
	Publication of action plan on APC website	3	Apr 25



C: Communication & Engagement			
Action: To create a communication and engagement plan, to disseminate knowledge and create a positive and inclusive culture at APC.			
Action	Deliverable/Output	Objective	Timeline
Develop compelling messaging that highlights the benefits of EDIW plan engagement on centre culture	Positively impact engagement, happiness, and overall organizational performance.	1,2,3	Jan-Dec 25
	Link to resource groups and affinity networks.	1,2,3	Jan-Dec 25
Share our host institutional policies on EDI and wellbeing	Published links on the APC Community Intranet to these EDI and wellbeing policies.	1,2,3	Jan 25
Share a list of the EDI & wellbeing supports available to APC Staff and students	Online and email communication of EDIW supports available across all APC sites. These will be reviewed monthly and updated as needed.	1,2,3	Jan-Dec 25
Host interactive events for APC members, create safe spaces and enable open discussions to support different identities, experiences, and perspectives.	Key culturally diverse celebration days are marked across the year.	1,2,3	Jan-Dec 25
	APC members have access to Peerlink supporters.	1,2,3	Jan-Dec 25
Evaluate and measure the effectiveness of the communication and engagement strategies.	A survey of EDIW action plan effectiveness	1,2,3	Nov 25





T: Training & Development			
Action: To create a EDIW training and development programme for APC			
Action	Deliverable/Output	Objective	Timeline
Develop a training curriculum that covers core concepts of EDIW, to be rolled out to committee members, leadership, staff and students at APC	A training plan that includes concepts such as unconscious bias, cultural competency, allyship, and mental health awareness.	1,2,3	Jan 25
	Deliver tailored training content that addresses the unique context, challenges, and goals of APC. This includes training on educational support tools, neurodiversity, and stress & resilience. Where possible, diverse learning methods will be implemented to accommodate different learning styles and enhance engagement.	1,2,3	Apr 25
Facilitate an APC mentorship programme	An open rolling programme that pairs experienced senior staff with junior members, to support cross-cultural, career and executive development through mentorship.	1,2,3	Apr 25
Evaluate the impact and effectiveness of the training and mentorship programme	A survey to assess training & mentorship programme performance	1,2,3	Nov 25





**EQUALITY
DIVERSITY
INCLUSION
& WELLBEING**

Embedding the values of collegiality, inclusion, fairness, and trust, with this plan we are dedicated to creating an environment that promotes equality, wellbeing, and the realization of the full potential of our diverse APC community.



**Prepared by
APC Microbiome Ireland's
EDIW committee**