



# ACTION PLAN 2024



HOST INSTITUTION



PARTNER INSTITUTION





## Foreword

APC Microbiome Ireland is a world leading SFI Research Centre committed to promoting equality, diversity, inclusion and wellbeing (EDIW) in all aspects of its operations. We work to cultivate a vibrant environment that supports wellbeing and celebrates diversity amongst our research team and stakeholders.

The centre recognizes that EDIW is essential for achieving its mission of bringing talented researchers, clinicians, and industry together to develop microbiome-based scientific excellence to tackle societal challenges and support economic growth.

### **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**



**Ellen  
Murray**



**Emmanuel  
Osei**



**Hiba  
Shareefdeen**



**Jatin  
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**Jennifer  
Mahony**



**Lisa  
MacSharry**



**Lorraine  
Draper**



**Manasi  
Nadkarni**



**Michelle  
O'Riordan**



**Neda  
Nezam Abadi**



**Paul  
Ross**



**Rachel  
Moloney**



**Revathy  
Munuswamy**



**Tina  
Darb**



**Victoria  
Spillane**



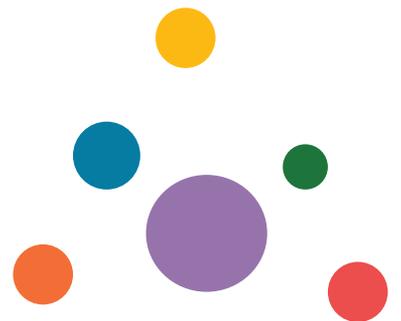
**Our EDIW  
Committee**





## 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.



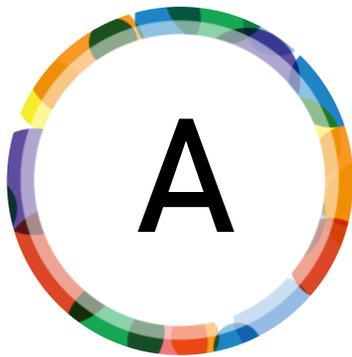
**Demonstrate** leadership of EDIW across APC.



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

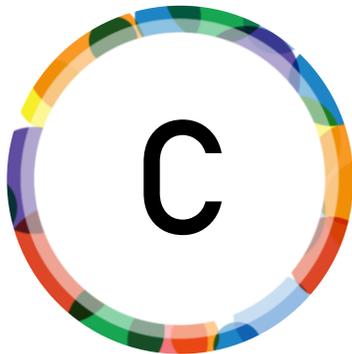


# Actions



## 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
- Develop a mentorship programme

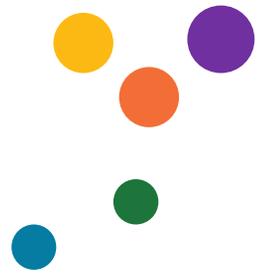


## A : Action Plan

**Action:** To develop an action plan, with defined outputs and deliverables, from Oct 2023 to Dec 2024.

Action	Deliverable	Objective	Timeline
<b>Formation of a dynamic EDIW committee, that welcomes new members and their perspectives</b>	EDIW Committee with established terms of reference an acting chair and deputy chairpersons.	1,2,3	Oct 2023
<b>Identify categories of support/equality grounds</b>	A list of categories/equality grounds for our committee to ensure support	1,2	Oct 2023
<b>Survey for barriers to EDIW</b>	An interactive form that can be used to survey of EDIW issues	1,3	Oct 2023
	Information on any key areas that require support	1	Oct 2023
<b>Develop an action plan with clearly mapped objectives &amp; deliverables</b>	An action plan created by the EDIW Committee	1	Oct-Dec 2023
	Approval from peers and executive team on action plan	2	Jan 2023
	Publication of action plan on APC website	3	Mar 2023



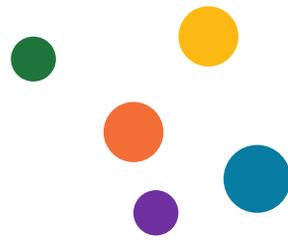


## C: Communication & Engagement

**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
<b>Develop compelling messaging that highlights the benefits of EDIW plan engagement on centre culture</b>	Positively impact engagement, happiness, and overall organizational performance.	1,2,3	Dec 23
	Link to resource groups and affinity networks.	1,2,3	Mar 24-Dec 24
<b>Share our host institutional policies on EDI and wellbeing</b>	Published links on the APC Community Intranet to these EDI and wellbeing policies.	1,2,3	Feb 24
<b>Share a list of the EDI &amp; wellbeing supports available to APC Staff and students</b>	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 24
<b>Host interactive events for APC members, create safe spaces and enable open discussions to support different identities, experiences, and perspectives.</b>	Key culturally diverse celebration days are marked across the year.	1,2,3	Oct 23-Dec 24
	APC members have access to Peerlink supporters.	1,2,3	Nov 23-Dec 24
<b>Evaluate and measure the effectiveness of the communication and engagement strategies.</b>	A survey of centre culture	1,2,3	Oct 24





## T: Training & Development

**Action:** To create a EDIW training and development programme for APC

Action	Deliverable/Output	Objective	Timeline
<b>Develop a training curriculum that covers core concepts of EDIW, to be rolled out to committee members, leadership, staff and students at APC</b>	A training plan that includes concepts such as unconscious bias, cultural competency, allyship, and mental health awareness.	1,2,3	Apr 24
	Content tailored to reflect the unique context, challenges, and goals of the APC, such as training in educational support tools, neurodiversity and stress & resilience.	1,2,3	Apr 24
	A variety of learning methods to accommodate different learning styles, such as interactive exercises, case studies, role plays, videos, and group discussions.	1,2,3	Apr 24
<b>Develop an APC mentorship programme</b>	A plan that describes the pairing of experienced senior staff with junior members, along with guideline to support training, career development and wellbeing through mentorship. We will also pilot a small mentorship programme of at least 10 mentor-mentee pairings.	1,2,3	Sep 24
<b>Evaluate the impact and effectiveness of the training and mentorship pilot programme</b>	A survey/feedback session to assess training & pilot mentorship performance	1,2,3	Oct 24





**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**