



EQUALITY, DIVERSITY AND INCLUSION **ANNUAL REPORT 2023-24**



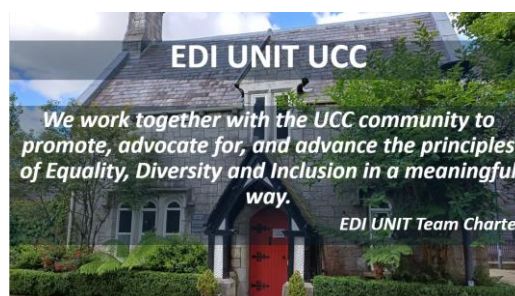
Equality, Diversity and Inclusion Unit
Aonad Comhionannais, Éagsúlachta & Cuimsithe

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Joint Message from Chair of the Equality Committee and Director of EDI

We are proud to share the 2023-24 annual report for Equality, Diversity and Inclusion (EDI) at University College Cork (UCC).

It has been a productive year and wonderful to work with colleagues and students to advance this important agenda. Our commitment to EDI is set out in *Securing Our Future: UCC Strategic Plan 2023-28* and priorities are established in annual action plans.

Athena SWAN

As we prepare to apply for Athena Swan silver later this year, much progress has been made on key deliverables set out in our 2019-2024 institutional bronze action plan.

Working with colleagues in People & Culture and our EDI staff networks, we have developed a new suite of family friendly policies on surrogacy, fertility, menopause and fostering. We have also progressed policies on domestic violence.

To increase representation of female leaders in portraiture, we launched an open call for subject nominations as part of Accenture's UCC Women on Walls in July. We look forward to unveiling the portraits in 2025.

Staff Networks

Also in July, we launched a new Network for Staff with Disabilities and Staff who are Neurodivergent, which followed from the launch of the staff Race Equality Network in October last. We have collaborated with the LGBT+ Staff Network on initiatives throughout the year culminating with the annual *Together with Pride* event and sponsorship of Cork Pride in August.

Ending Sexual Harassment and Violence (ESVH)

We continued to deliver Active*Consent training to incoming students as part of orientation. In January we appointed a new ESVH Manager and in March a new Sexual Misconduct Policy and Procedure was approved.

Carers

As part of a continued engagement with staff and students who are also carers, we hosted the travelling exhibition *Fostering a Sense of Belonging for Higher Education Staff and Students with Caring Responsibilities: What Works*, by Professor Marie-Pierre Moreau and Sally Campbell Galman in February. The exhibition was launched to coincide with the President's Athena Swan Symposium which focused on Caring and discussed the Carers' Amendment ahead of the March 8 referendum. We are continuing to actively engage with carers in the university.

Race Equality

The Race Equality Network continued the work to raise awareness of anti-racism principles and held a number of events across the year, which included a joint coffee morning with the LGBT+ Staff Network for Refugee Week and a guest lecture from Doris Jones, Senior Rhetoric & Composition Instructor II at the American University in Cairo as part of Douglass Week 2024.

Training and Education

This year we released two separate online training programmes for students, *TiLT: The University Game*, a diversity and inclusion role-playing game in which students can dynamically explore situations and outcomes, and *Diversity for Students*, a more traditional online programme through which students can explore and better understand EDI principles and practice. The EDI Unit were approved for a *Digital Badge in EDIB*, which is now under development, and in November, a toolkit, *Ten Tips for Inclusive Events* was released. There were a number of Athena SWAN workshops and information sessions, and we ran two more series of Intro to Irish Sign Language classes.

Awareness Raising and Events

As well as events noted elsewhere, we coordinated the 7th annual Equality Week in collaboration with an ever-widening range of individuals and units across the UCC community and beyond. Events included: the EDI Soapbox, which brings together EDI practitioners from across the campus; the Kids Art Fest, which linked in with local schools; and training and information sessions such as a seminar on intercultural communication with the UCC Language Centre. We continued with our monthly newsletter, which seeks to draw together and showcase, not just what we here in the EDI Unit are doing, but all of the many EDI initiatives and events that are happening across the UCC community. And we sought to more actively engage with the student body through targeted campaigns and engagement with Clubs and Societies via Instagram.

Sanctuary

We were delighted to once more make seven offers of Sanctuary Scholarships to incoming undergraduates for 2023/24. In February, we held the seventh annual UCC Refugee Week, engaging in a broad way, for example collaborating with Sanctuary Runners for the Sanctuary Swim, Sauti Studios in the Cork Migrant Centre for the Sanctuary Gig, a guided reflection with the Chaplaincy and, for the first time and in conjunction with Schools of Sanctuary, collaborated with the UNHCR (Ireland) in launching their new annual day of note, *Open Book Day: Celebrating Refugees in Education*.

Acknowledgements

We would like to thank the dedicated members of the Equality Committee, Athena SWAN Steering Group and Working Group Members; University of Sanctuary Committee; Staff EDI Networks; Student Union, Clubs and Societies and colleagues across functional areas and partners of the university who contribute to EDI. Our gratitude also to the EDI Unit for their hard work and commitment in advancing this complex and far-reaching programme of work. We would also like to acknowledge Vice-President and Registrar Stephen Byrne and President John O' Halloran for their continued leadership and support.

And finally, to each of you in the UCC community - our colleagues and students - we could not do this work without you, and we thank you for your ongoing engagement, support and trust.

We look forward to further progressing our EDI work in the coming years so that we can ensure UCC is a place where everyone can thrive.

Prof Nuala Finnegan, Chair Equality Committee

Dr Claire Murray, Interim Director of EDI

Dr Avril Hutch, Director of EDI





Professor Nuala Finnegan



Dr Claire Murray



Dr Avril Hutch

This is an overview of the work of the EDI Unit and Equality Committee over the 2023/24 academic year. This is by no means a full picture of all the EDI initiatives taking place in the university as a whole. For a better picture of that, the EDI monthly newsletter is a good starting point. [Back issues can be viewed here.](#)

Athena Swan

What is Athena Swan?

The Athena Swan charter launched in the Republic of Ireland in early 2015. The extension of the charter to Ireland was made possible through funding from the [Higher Education Authority](#) (HEA), which covers applications to the charter from 21 higher education institutions. Engagement with the charter is a key pillar of Ireland's national strategy for gender equality with progress linked to institutional eligibility for funding from Ireland's major research agencies. All of Ireland's universities and institutes of technology and several colleges participate in Athena Swan Ireland.

The objective of the Athena Swan Ireland 2021 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.

<https://www.advance-he.ac.uk/equality-charters/international-charters/athena-swan-ireland>

Application Support

In September 2023, the EDI Unit was supporting three Athena Swan applicants planning November 2023 submissions, including first-time applications for the School of Medicine and CUBS, and a renewal of the School of Public Health Bronze Award (all successful). Applicants benefitted from an Advance HE presentation on *Demonstrating Success in Athena Swan* on 28 September. This was followed in October by two upskilling webinars, *Applying for an Athena Swan Bronze award as a professional unit*, of particular interest to EDI practitioners and colleagues working in central units in their institutions (e.g. Library, Student Services, etc.) and *Action planning for Athena Swan – approaches and considerations*, of interest to EDI practitioners and colleagues who are responsible and accountable for Athena Swan Action Plan implementation and evaluation.

At date of publication, the EDI Unit is supporting ten applicants for submission in 2024/5, including UCC's institutional silver application, four departmental silver upgrade applications, four departmental bronze renewal applications and a first-time departmental bronze application.

To assist in supporting these applications, the EDI Unit has developed an Athena SWAN handbook for use by UCC units seeking an AS award.

National Athena Swan Awards

UCC hosted the National [Athena Swan](#) Ireland Awards ceremony on 8 November. The ceremony took place in the Aula Maxima and was attended by the most recent awardees across Irish HEIs. The School of Clinical Therapies, School of Mathematical Science and the School of Computer Science and Information Technology all received a Bronze Athena Swan award for positive gender practices in higher education.



L-R: Professor Stephen Byrne (Deputy President & Registrar); Ms Clodagh McAllen, Ms Kathleen O'Sullivan, Dr Tony Fitzgerald (School of Mathematical Sciences); Professor Nicole Müller, Dr Ciara O'Toole (School of Clinical Therapies); Professor John Morrison, Professor Utz Roedig (School of Computer Science and Information Technology); Ms Katarzyna Pyrz (Equality Data Analyst), Ms Sarah Murtagh (Athena SWAN Project Officer), and Dr Claire Murray (Interim EDI Unit Director)

Athena Swan Activities

On February 29, the fourth Athena Swan President's Symposium was held, focused on the Care Amendment (or the 40th Amendment to the Irish Constitution) in the 8 March referendum. (For more on this see the section on Carers below.)

On International Women's Day (IWD), 8 March, Dr Monica O'Mullane gave a presentation on *IWD and the Athena SWAN Charter*, which was based on her research into the effectiveness of Athena SWAN in academia, entitled, *The power of narratives in embedding gender equality through the Athena SWAN Ireland Charter: A feminist institutionalist study*.

In April, APC Microbiome celebrated the launch of their Equality Diversity, Inclusion and Wellbeing Action Plan and through this has made a commitment to embrace EDIW and to grow and evolve as an organisation to ensure it remains people centric and a great place to work and do research.



Pictured (top) l-r: Emma Connolly, Avril Hutch, Kathryn Sheehan, Paul Ross, Lorraine Draper, Anne Gannon, Susan O'Mahony, Brendan Curran and Annette Feeney



Pictured (bottom): Dr Sarah Fink, Head of Athena SWAN Ireland

Further upskilling for AS applicants was provided on June 18 with a further session on *Athena Swan for Professional Units* followed on June 27 by a presentation by Dr Sarah Fink, Head of Athena Swan Ireland, entitled *Action Planning for Athena SWAN*.

Open Call for New Members

In May, an open call was made for new members interested in joining the University's Athena Swan Steering Group and Self-Assessment Team. These groups are leading the development of a new, five-year gender equality action plan for the University. As part of plans to regularly rotate the membership of these groups to broaden participation and ensure they include and represent the diversity of people working in UCC, we invite all colleagues to express interest in becoming involved and contributing to positive change for everyone. Here is a link to the [EOI form](https://bit.ly/AthenaSwanEoI): <https://bit.ly/AthenaSwanEoI>

Equality Committee

September 2024 marks the final meeting of the UCC Equality Committee in its current form (for members, see [Appendix A](#)). We would like to pay tribute to the sterling work done by the Equality Committee over the years. Since it was set up in its current form over ten years ago, it has driven initiatives such as UCC's annual Equality Week (2016 to date), hosted high profile talks with internationally renowned speakers, such as Dr Sara Ahmed, and established the Race Equality Forum in conjunction with the EDI unit. This forum, the first of its kind at an Irish university, created a university-wide space for Black and Minority Ethnic staff and students, where they could express and explore their experiences in UCC in a safe and free environment. This initiative actions and brings to life UCC's core graduate attributes by creating a space which enables members to recognise and challenge inequality. The Forum resulted in a report to Governing Body, which helped bring about the Staff Race Equality Network in 2023, which is the third staff Network in UCC, following the LGBT+ Staff Network and Mná, the Women's Staff Network.

The Equality Committee also prioritised the issue of precarious work. Working with the EDI Unit, a Working Group on Ethical Hiring was set up and a pilot study, administered in CACSSS, was developed to investigate issues that arise for non-permanent staff, the first study of its kind in UCC and amongst the first in Ireland. This translated directly into UCC's stated commitment to "mitigate the equality impacts of short-term and casual contracts for staff seeking sustainable careers" (Athena Swan Charter Principle 6). The working group produced draft Ethical Hiring Guidelines, which was welcomed enthusiastically by the Athena Swan Steering Group and is currently being progressed institutionally by the Deputy President and Registrar, Professor Stephen Byrne. This is the first initiative of its kind in an Irish higher education institution.

The Equality Committee also instigated the Narratives of Equality awards, that allowed people to express their experience of EDI issues in a more broadly inclusive way, be it through the traditional academic written submission or a more creative response, which included over the years poetry, film, dance and art. Do these still exist? If not maybe include the time period of these awards e.g. 2017-2021.

Also with the EDI Unit, it brought forward UCC's Gender Identity and Expression Policy for staff and students, one of the first of its kind in Irish higher education. This policy has been utilised by over 70 students to ensure their university documents match their gender identity since its commencement.

The Equality Committee has been instrumental in changing the cultural landscape, an example of which was in its advocacy for the renaming of the Watson Building, feeding into policy reviews and instigating positive change.

We thank all the members of the Equality Committee over the years, staff and student, committed experts and equality enthusiasts, changemakers all.

University of Sanctuary

What is the Universities of Sanctuary Initiative?

Universities of Sanctuary is an initiative of the City of Sanctuary movement which began in October 2005 in Sheffield. It celebrates the good practice of universities welcoming sanctuary seekers into their communities and fostering a culture of welcome and inclusion for all. A University of Sanctuary should be a place where anyone can feel safe, welcome and able to pursue their right to education.

The Universities of Sanctuary initiative encourage Universities to:

Learn: Learning about what it means to be seeking sanctuary, in general and at a university. This encompasses any activity on training staff, teaching students or holding events to raise awareness on what it means to be seeking sanctuary.

Embed: taking positive action to embed concepts of welcome, safety and inclusion within the institution and the wider community. This involves ensuring that a sustainable culture of welcome is established within the institution to bring about far reaching, tangible and long-lasting changes.

Share: sharing the university's vision, achievements, what they have learned and good practice, with other universities, the local community, the media and others.

- Do everything possible to secure equal access to higher education for refugees
- Reach out to and support refugees in their local communities who could benefit from university resources in a sustainable way.
- Undertake activities to nurture a culture of welcome and an inclusive atmosphere within their institutions such as among staff and students.

University College Cork joined DCU and UL as universities leading the way in Ireland by being awarded University of Sanctuary status by Places of Sanctuary Ireland in February 2018. (Source: <https://www.iaa.ie/ouruniversities/universities-of-sanctuary/>)

Sanctuary Scholarships in UCC

September saw another seven students register for undergraduate degrees funded by UCC Sanctuary Scholarships. This is the sixth intake under the Tomar Funding model and administered by the EDI Unit in conjunction with the University of Sanctuary Working Group (USWG). ACE and the Language Centre have also welcomed students under the University of Sanctuary auspices.

We also welcomed a new incumbent of Chair of USWG, Dr Angela Flynn, a long-standing member of the group, and thanked Dr Dug Cubie for his tireless work over the last three years in the role.

In February 2024, it was confirmed that a seventh intake of degree scholars was approved by both the funder and the university, and the application process was opened immediately. To date, 32 applicants have been processed and found academic mentors. Selection will take place in early September 2024.

EU-Passworld

The USWG also engaged with the EU-Passworld initiative, a Complementary Pathways Project from Nasc and UNHCR Ireland. In Ireland, the project started in 2022 and is coordinated by [UNHCR Ireland](#) and Nasc. The project, driven in UCC by Dr Ruth Hally, USWG member, creates additional education and employment pathways for refugees to be resettled through community sponsorship programmes in Ireland, Belgium and Italy. Complementary pathways are safe and regulated avenues for refugees to reach third countries, like Ireland. These pathways are in addition to resettlement done by government, providing a legal stay in a third country where their international protection needs are met. A third country is a country other than their country of origin and the first country in which they have sought protection. In this case, Ireland is the third country. UCC will be taking in one student under the programme for 2024/25. (Source: <https://nascireland.org/current-projects/eu-passworld-complementary-pathways-project>)

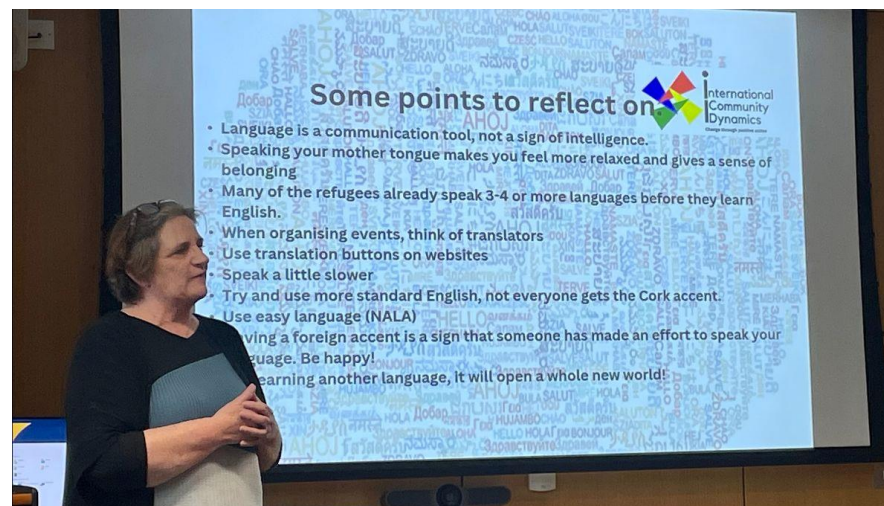
Refugee Week

February 19-24 saw the seventh annual Refugee Week (full event listing in [Appendix B](#)), coordinated again by the EDI Officer. This year the event achieved national recognition as Schools of Sanctuary Ireland and UNHCR Ireland sought to collaborate on the event planning and to anchor a new national day, *Open Book Day: Celebrating Refugees in Education* to be marked annually on February 22. This year, a mix of art, film, panel discussions, talks, information sessions, social occasions, music and a guided reflection was brought together by staff and students from across the university community and beyond. We were delighted to welcome new contributors, such as the UCC Chaplaincy and Sauti Studio (Cork Migrant Centre) to the mix.

Pictured: Roos Demol, International Community Development, speaking at an event to mark International Mother Language Day (21 Feb) as part of Refugee Week 2024

Governance

Under the new UCC Strategic Plan, 2023/24 saw the University of Sanctuary initiative move from the Office of the Deputy President and Registrar to that of the Vice-President for Global Engagement. We look forward to a fruitful engagement with this new Vice-Presidency.



Staff and Students with Caring Responsibilities

On Thursday 29 February, knowing that a significant number of staff and students within the University are engaged in caring activities or are in receipt of care, the *2024 Athena Swan President's* Symposium focused on care and caring. In the 2022 UCC Culture and Values Staff Survey, 69% of respondents stated that they were engaging in caring responsibilities of one form or another, with 16% of respondents to the 2021 EDI Student Survey stating they engaged in caring. This symposium formed part of a series, 'Conversations about Caring,' facilitated by the EDI Unit. Care is also a topical issue in society at present given the recent constitutional referendum, and the symposium considered the background and wording of the proposed amendment, before moving on to discuss care and care relations more broadly and to interrogate how society can re-envision care.

Carers Exhibition

The launch of an exhibition on care directly followed the symposium. The exhibition, titled 'Fostering a sense of belonging for higher education staff and students with caring responsibilities' is an original research- and art-based collaboration between Professor Marie-Pierre Moreau at Anglia Ruskin University, Cambridge and Professor Sally Campbell Galman, an independent cartoonist at the University of Massachusetts. The project aims to raise awareness of carers and the diversity and intersectionalities of their experiences, and to encourage the development of practices and policies which foster carers' sense of belonging. The exhibition was on display in the Hub until the 15 March. Thank you to our speakers, Professor Marie-Pierre Moreau, Dr Seán Ó Conaill, Dr Claire Edwards, Dr Carol Kelleher, UCC, Dr Laura Cahillane, UL, and chair Professor Conor O'Mahony. [The exhibition is available to view online here.](#)

In May, approval was given for the launch of a new Staff Carers' Network, due to take place on 17 October 2024, as part of the implementation of the UCC Athena SWAN Action Plan 2019-2023 (action 5.5.14).



Other Events

Equality Week

From 2 to 6 October, UCC celebrated [Equality Week](#) through a series of events highlighting the importance of inclusion, accessibility, and diversity in working towards equality. Events included a curatorial tour of the Glucksman art gallery focusing on recent commissions in which community groups engaged in creative collaborations with artists, the second annual Kids Art Fest exhibition in the Hub, with artwork from children and young people illustrating their response to this year's theme, The Human Race. October is Black History Month in Ireland and the UK, and we welcomed Elmer Dixon, co-founder of the Black Panther Party in Seattle, to UCC for a reading from his book *Die Standing: From Black Panther Revolutionary to Global Diversity Consultant*. There were also in-person and online workshops, the EDI Soapbox (see below), and the Inclusive UCC Symposium. A very poignant and symbolic event was the ceremonial tree planting in collaboration with The Gay Project at the Rainbow Walkway to mark the 30th anniversary of the decriminalisation of homosexuality in Ireland. We were delighted to welcome Arthur Leahy, co-founder of the Quay Co-op, to campus to be part of the planting. In the current societal atmosphere where we see increasing homophobic abuse and attacks it is important to acknowledge the progress that has been made but also to recognise the work that is still to be done to achieve equality, and this tree will act as a permanent reminder. For a full event listing, see [Appendix C](#).



Pictured l-r: DPR, Professor Stephen Byrne planting the tree being watched by Arthur Leahy, co-founder of the Quay Co-op.

Open Book Day

As part of Refugee Week, we were delighted to welcome the UNHCR to UCC to mark the first annual *Open Book Day: Celebrating Refugees in Education* in Ireland. Aoife Kavanagh of the UNHCR led a panel discussion on the challenges facing refugees in accessing education from a global to an individual perspective. Many thanks to panelists: Maeve Murphy, UNHCR, Mohammed Ismail, Aerospace Engineer, Dr Claire Dorrity, UCC, Caroline Stephens, UNHCR and Olha Stasiuk, CEU, co-creator of the exhibition '[Unissued Diplomas](#)', which honours the lives of students lost as a result of the war in Ukraine.

EDI Soapbox

As part of our Equality Week programme, we ran the second annual **EDI Soapbox Event** to showcase EDI related initiatives across the university community, both staff and student.

We put out an open call across the university community. Each participant was asked to share a **single slide** with a summary of

- Overview
- Objectives
- Outcomes
- Partners (if applicable)
- Image related to the project

And then share a **timed, three-minute presentation** on the day to colleagues (**we have a bell and we're just a bit strict!**). The aim of the event is to share lunch, initiatives and collaborations across the university, and it is a bit of fun too!

[See the slides and video of the event here.](#)



Sharing the learning, sharing the progress

EDI Art Fest Presentations

On Wednesday, 22 November, to mark World Children's Day (20 November), UCC again welcomed young artists from across Cork to see their work celebrated and displayed to the public. This is the second year we have held this art fest focussed on EDI, with this year's theme being The Human Race. It was wonderful to see such interest in the art fest this year. Thank you to Dr Orla Lynch, Dean of Doctoral Studies, who made the presentations on the day. The third annual Kids Art Fest was opened for submissions on International Youth Day (12 August).

Pictured: Artwork submitted by Robin Daly Murray on the theme The Human Race



DisabiliTEA

On 1 December, to mark International Day of Disabilities (falling annually on 3 December), the latest in UCC's DisabiliTEA series focused on the theme *ISL in Public Bodies*. We welcomed Susan O'Callaghan, Advocacy Officer and Deaf Awareness Trainer with the Cork Deaf Association, to speak on the ISS-Health research "[Towards Ensuring Access Provision to Public Health Services for the Irish Deaf Community](#)". She spoke to the **Guidance for public bodies on providing access for deaf Irish sign language users**, which she worked on together with Dr Gill Harold, Applied Social Studies UCC and Willie White, ISL Interpreter. The main aim of the research was to design an auditing template for use by public sector bodies, for the purposes of identifying deficiencies in Deaf cultural awareness.

Dr Noel O'Connell, a Postdoctoral Research Fellow at the Institute for Social Science in the 21st Century (ISS21) and the School of Applied Social Studies, University College Cork was also scheduled to speak. Dr O'Connell is working on a project entitled *CODA: A hidden minority amongst the majority: An ethnographic study of children of deaf adults and the negotiation of threatened social identities*. The project is funded by the SFI-IRC Pathway Programme 2022. Unfortunately, for reasons beyond his control, Noel could not travel to be with us on site and we were unable to have in place the tech requirements needed for him to attend and present virtually. Noel was going to speak on the ISS Health project, ***Towards Ensuring Access Provision to Public Health Services for the Irish Deaf Community***, which sets out to understand the persistent gap between best practice



standards and inconsistent access provision for Irish Sign Language users in public health services, towards identifying strategies to eliminate the discrimination experienced by members of the Deaf community. We were delighted to have Suzanne Carey with us again as interpreter.

This talk was exceptional in that both presenters are native ISL speakers. The fact that this is unusual highlights how far we must yet travel for the Deaf community to be fully included in general society. It is incumbent on all of us to do what we can to bridge this gap, both personally and institutionally, not least on foot of the enactment of the ISL Act 2017, which has effectively made ISL the third official language of Ireland. It is heartening to see moves elsewhere, such as the development of an [in-house ISL Interpreting Service for events in Trinity College Dublin](#), that we might look to emulate in future years.

Pictured l-r: Dr Claire Murray, Interim-Director EDI, introducing Susan O'Callaghan from the Cork Deaf Association.

Pride in UCC

This is the third year in a row for UCC as sponsor of Cork Pride Week. It was marked on 25 July by a formal event attended by over 100 staff and students, which was opened by the President John O'Halloran, who was joined by co-chairs Ciara Murphy and Dr Diarmuid Scully from UCC LGBT+ Staff Network, Julka Taylor, president of Bród student society, Lucrecia Luna Smee, UCCSU Welfare Officer and Damian O'Halloran from Cork Pride. In both a practical and symbolic act, the attendees were invited to create artwork - rainbow murmurations using scrap paper – which were on public display in the Hub Atrium for the duration of Pride Week.

The Safe and Sound project worked in collaboration with UCC Brod society, the UCC staff LGBT network, and Cork Pride to create Pride related social media content, such as 'Your Guide to Staying Safe and Sound', and 'Why Pride is important in ending Sexual Violence', with some posts reaching up to 4000 views. As part of the Safe and Sound project, related support services will be spotlighted, and for Pride the local LINC service, which works with queer women, was highlighted via videos on social media.

In a public act of solidarity, staff and students also marched under a UCC banner in the Pride Parade on Sunday 4 August.



Pictured l-r: Staff and students creating a murmuration; President John O'Halloran with representatives of UCCSU, LGBT+ Staff Network and Bród student society; Katarzyna (Kasia) Pyrz, EDI Data Analyst and artistic director for the event with President John O'Halloran, starting to create a rainbow murmuration.

New EDI Initiatives

Race Equality Network

As part of Equality Week, UCC formally launched the University's Race Equality Network on Tuesday, 3 October. The Race Equality Network aims to improve the representation, progression and success of staff from minority groups. UCC is committed to enhancing diversity and promoting equality and inclusion amongst all staff and students. Dr Amanullah De Sony, Chair of the UCC Race Equality Forum, said: "I'm delighted to see our Race Equality Forum progress to a Race Equality Network with this launch. Unfortunately, racism is real, on the rise and connected to all our inequalities. This transition continues to highlight UCC's commitment to anti-racism as established by the Higher Education Authority's (HEA) Anti-Racism Principles. The Race Equality Network will support, strengthen and nurture our minority ethnic staff and students in solidarity with our allies." Professor Stephen Byrne, Deputy President and Registrar, said: "Creating an anti-racist campus is an institutional obligation, and as an institution UCC is committed to bringing about that cultural shift in thinking about inclusion and diversity in a way that effects positive change in relation to race equality."



Pictured l-r: Professor Nuala Finnegan, Chair of UCC Equality Committee, Dr Amanullah De Sony, past chair of the Race Equality Forum, Anne-Marie Curtin, EDI Officer and Drs Sanaa Khabbar and Jatin Nagpal, co-chairs of the new Network.

The REN has been active since its inception, hosting coffee mornings, one in conjunction with the LGBT+ Staff Network as part of UCC Refugee Week and also taking part in the external events. On 17 April, the Race Equality Network hosted a guest lecture entitled *Frederick Douglass: Illuminating Minds Across Borders – A Timeless Story of Literacy, Liberation, and Universal Empowerment* by Doris Jones, Senior Rhetoric & Composition Instructor II at the American University in Cairo and following that, an insightful panel discussion centred around the theme *Anti-racism in Higher Education: What can we learn from Frederick Douglass?* The panel featured the following distinguished speakers:

- Amanullah De Sony, Head of the Study of Religions Department (UCC)
- Doris Jones, Senior Rhetoric & Composition Instructor II (AUC)
- Philomena Mullen, Professor of Black Studies (TCD)
- Piaras MacÉinrí, Lecturer in Migration Studies & Geography (UCC)

Free Period Products

Building on existing initiatives, January saw the installation of serviced sites for menstrual products, e.g. tampons and pads, in female w/cs across the UCC campuses (see [Appendix D](#)). This, combined with a continued focus on menopause information and understanding, is another welcome move towards greater gender equality and dignity in the workplace.

Ending Sexual Violence and Harassment

2023 marked a new chapter in addressing sexual violence across the higher education sector. The majority of institutions now have a Sexual Violence and Harassment Prevention and Response Manager to enact the objectives of the National Consent Framework. In UCC, this position is held by Dr Caroline West, who took up the post in January 2023. Caroline has been developing bespoke training and information sessions on the Policy and has been creating an ESVH Hub where the UCC community can find supports, information, and ways to get involved in addressing sexual violence.

Safe and Sound

The Safe and Sound project was launched on 26 June by Professor Stephen Byrne. The project will run for one year and is led by Professor Nuala Finnegan, Dr Caroline West, and Chloe Boland, and is located within the EDI department. Using social media content, posters, digital signage and events, the project aims to address sexual violence and harassment as part of the Ending Sexual Violence Framework. Attended by staff, students, external services, and perhaps most adorably,



Ruth the therapy dog from Paws@UCC along with six puppies, the launch showcased some of the social media content that form part of the positive, inclusive, and informed messaging on consent, sexual violence, and building a culture of respect where the UCC community is safe to reach its potential.



Pictured (top) l-r: Chloe Boland and Dr Caroline West launching the Safe and Sound Project

Pictured (bottom) l-r: Professor Nuala Finnegan, Chloe Boland, Deputy President and Registrar Professor Stephen Byrne and Dr Caroline West with Ruth the therapy dog.

Women on Walls

An open call for nominations for the subjects of a new series of portraits was announced on 9 June at UCC. Accenture's Women on Walls at UCC will recognise the pioneering achievements of outstanding women and enhance the visibility of women leaders from, or with links to the Munster region. Members of the public were invited to submit their suggestions on the subjects for the artwork. The series will celebrate trailblazing women who have contributed to the betterment of society. When completed, the new artworks will join the UCC Art Collection and will be permanently exhibited on the UCC campus.

Pictured l-r: Louise O'Reilly, CE Business to Arts; Dr Avril Hutch, EDI Director; Dr Michelle Cullen, Managing Director and Inclusion & Diversity Lead, Accenture in Ireland; and Professor John O'Halloran, President of UCC.



Disability and Neurodivergence Network

We were delighted to officially launch the University College Cork Staff Disability and Neurodivergence Network on July 18 in the Creative Zone with the President, John O'Halloran. This Network aims to bring together staff with disabilities and neurodivergent staff in a safe, inclusive and relaxed space and to be a source of peer support in the workplace. The Network will also raise awareness and understanding among the wider university community of disability and/or neurodivergence. The Network is open to all members of staff who consider themselves to have an impairment/disability or long-term health/medical condition, and any staff member who is or considers themselves to be neurodivergent, as well as staff with an interest in disabilities/neurodivergence.



Pictured: Dr Noel O'Connell, Applied Social Studies, Angela Long, Boole Library, Siobhán O'Neill, co-chair Staff Disability and Neurodivergence Network, Eleanor McSherry, ACE, Katie Marah, co-chair, Staff Disability and Neurodivergence Network, Ray Greene, ISL Interpreter and Dr Avril Hutch, EDI Director.

Consultation

Staff Survey

The UCC Values and Culture Staff Survey ran in March-April 2024. Open to **ALL staff** (admin, technical, research, academic, B&E, permanent or fixed-term contract), this **fully anonymised** survey is forming the basis of the EDI framework for the university for the foreseeable future, and we strongly encouraged all staff to take this opportunity to have their voice heard.

Message from UCC President, Professor John O'Halloran:

Dear Colleagues,

In 2024, UCC will apply to renew our institutional Athena Swan award, at Silver award level. Led by the Deputy President and Registrar, Professor Stephen Byrne (Chair of UCC's Athena Swan Steering Group), and supported by the team in the EDI Unit, over fifty colleagues from across the University are currently working in teams to assess progress since our last Athena Swan award and to prepare an updated four-year gender equality action plan for UCC. This work is key to UCC's commitment to embedding a culture of equality, diversity, inclusion and belonging (EDIB) in UCC, and the Athena Swan action plan will underpin the development of UCC's First EDIB Framework (2024-2028) (Strategic Plan, Goal 4.2).

We recognise that these are challenging and uncertain times, and in this context, it is especially important that we take time to reflect on our culture and values and reaffirm our commitment to equality, diversity, inclusion and belonging.

I encourage you to share your views to help inform UCC's new Athena Swan Action Plan and EDIB Framework by participating in the 2024 UCC Values & Culture/Equality, Diversity, Inclusion & Belonging (EDIB) Staff Survey.

We sincerely value your time and input to this process.

Best wishes,

John.



Staff Focus Groups

In April, the EDI Unit put out an open call for expressions of interest in taking part in focus groups. These focus groups were conducted as part of the EDIB/Values and Culture Staff Survey 2024 to tease out some of the areas of interest.



EDI Gathering

As part of our 2024 Equality, Diversity and Inclusion (EDI) consultation process we were delighted to see so many of you join us for a dedicated **EDI GATHERING** on 11 June to gather feedback from staff on future EDI priorities. We had a very engaged group present, with lively roundtable discussions and excellent feedback. All of this will help to inform UCC's forthcoming EDI Framework and Athena SWAN Silver Action Plan, and we look forward to sharing these with you over the coming months.

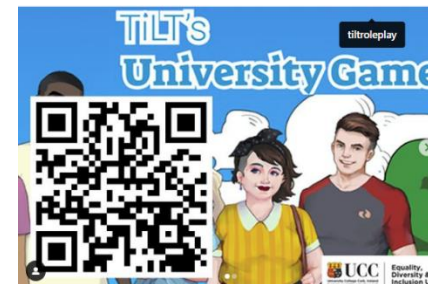
Training

DRCC Disclosure Training

To prepare for the roll out of the Sexual Violence and Harassment Framework, the SVHFP Officer organised training sessions with the Dublin Rape Crisis Centre in how to accept sexual incident disclosures. These were attended by staff and students from across the university in frontline positions and at all levels. Bespoke training for those involved with the policy and general information sessions are in development for rollout in Semester 1 2024-2025.

Tilt

In autumn 2023, we were very happy to launch Tilt in UCC. Tilt, an online roleplay game was developed by a team in TCD and UCC was part of the pilot. The game challenges norms and changes perspectives, with the aim of increasing understanding and empathy. It was rolled out to the student body in S1 2023/24 and supported and promoted by the UCCSU.



ISL classes

The EDI Unit ran a second year of Intro to ISL classes through 2023/24. These classes prove to be very popular, and the classes fill up very quickly. We were delighted to be able to continue our collaboration with Lorraine Coleman, a native ISL speaker with long years of teaching experience.

Digital Badge in EDIB

In summer 2024, our application for a Digital Badge in Equality, Diversity, Inclusion and Belonging (EDIB) was one of only five approved in the most recent submissions round (Athena SWAN action item 5.3.3). The badge aims to increase participants' understanding of EDIB issues with the end aim being that this new understanding is incorporated practically into their day-to-day life to make a tangible difference to how they engage with their work, other people, or other aspects of their lives.

Bespoke Sessions

The EDI Unit participated again in Orientation, giving sessions in Active* Consent to all incoming first year undergraduate students, and were regular contributors to new staff orientation. We also gave bespoke training/information sessions to tutors in the Skills Centre and Sociology.

In October 2023, the EDI Officer gave a Teaspoon of Value presentation for the Mná Network, which resulted in the development of an Inclusive Events toolkit, now available on the EDI website (Athena SWAN action item 5.6.9).

Bespoke information sessions on ending Sexual Misconduct and Violence and the upcoming Sexual Misconduct and Violence policy and procedure were delivered to managers, the Mná network, and the incoming Student Union.



Collaborations

Inter-university

GEEF – ENGAGE

We were delighted to be successful as lead institution in a HEA Gender Equality Enhancement Fund (GEEF) application. **ENGAGE: Empowering New Generations, Advancing Gender Equality** through Reverse Mentoring in Higher Education is an innovative scheme funded by the HEA GEEF 2023 that plans to implement a reverse mentoring initiative across four Higher Education Institutions in Ireland: University College Cork (UCC), University of Galway, Munster Technology University (MTU) and University of Limerick (UL). Flipping the traditional power dynamics present in traditional mentoring relationships, this reverse mentoring scheme will pair early career female academic, research, and professional staff as mentors to senior male and female managers to explore and contest the gendered barriers faced by female colleagues in

the higher education sector and to explore career development in a novel way. Watch this space for the call for Expressions of Interest in 2024. The ENGAGE Project team: Professor Ciara Heavin, Professor Nuala Finnegan, Dr Claire Murray (as interim EDI Director) in collaboration with UCC HR and MTU, UL, University of Galway. Dr Tanya Watson has been taken on to support roll out of this project. A call for mentors was put out in June and first steps in training will take place in early 2024/25.

GEEF – MTU lead

Throughout 2023 and into 2024, along with UL, MU and DCU, UCC was partner on an MTU-led GEEF funded project *Engaging Men in Gender Equality*. This work has resulted in the development of an *Engaging Men in Gender Equality Toolkit*, shortly to be released.

Others

The EDI Unit team are members of or represent the university at a variety of groups, both national and international, such as the National Athena SWAN Committee, the Gender Identity Working Group, and the IUA Equality Network. Additionally, Katarzyna (Kasia) Pyrz is a member of ‘Advance HE Intersectionality Working Group’ and also of ‘HEA Equality Data Working Group’; Dr Avril Hutch, Ann King and Katarzyna (Kasia) Pyrz are reviewers on the Advance HE Athena Swan Panels; Dr Caroline West is a member of the Cork Sexual Health Network and the CYPSC network, which both provide supports and services in relation to sexual health and sexual violence in Cor, and Anne-Marie Curtin is co-Chair of the SAI EDI Special Interest Group and is a member of the EDI Expert Sub-group of UNIC.

Intra-university

The work of the EDI Unit would not be possible without a wide range of engagement across campus, nearly all of it voluntary, by units, groups and individuals being involved in event organisation, committee and working group membership, consultations through surveys, focus groups or in an advisory function. We would like to extend a heartfelt thank you to all who have given of their time, expertise or experience to improving the quality of the lived experience in UCC. Below are a few of those with whom we engage more frequently.

Human Resources

2023/24 saw the continuation of the collaboration between the EDI Unit and HR Development in provision of a series of Menopause cafés and information sessions. This engagement is a key part of improved gender equality and dignity at work. An example is October 18, World Menopause Day, which was marked in UCC by a collaboration between HR Wellbeing and development and EDI with a Menopause Café and speaker Loretta Dignam, CEO of Menopause Hub.

The EDI Unit also assists in the preparation of selection panels by way of consultation in areas such as implicit bias.

Data Partnerships and Projects

MicroStrategy EDI Data Project - EDI Data Analyst collaborated with ITS (Data Hub), HR Information System (HRIS), and Academic Systems Administration (ASA) teams to develop and validate a series of tailored reports for Athena Swan Purposes. These reports allow the data analyst to access live datasets via MicroStrategy for School-level and Institutional applications.

Gender Analytics Dashboard for School-level applicants has been developed in collaboration with ITS, HRIS and ASA partners. Self-Assessment Teams can access some of the gendered data (such as headcounts for staff and students, and student attainment data) for their school/unit.

Both developments significantly streamlined access to equality data.

Bystander Intervention

Caroline works closely with Celine Griffin, Bystander Intervention Manager, to advance opportunities to address sexual violence and harassment. In 2023 this included shared presentations to the UCC Peer Support Leaders, stalls for Bystander Week in February, and collaboration on orientation planning for 2024/2025. As part of UCC Staff Wellbeing week in February Caroline worked in partnership with Celine to host a stall providing information on support services and UCC initiatives around ending sexual violence.



UCCSU

The EDI Unit has continued its collaboration with the UCCSU on events such as SHAG Week, Equality Week, policy review, ending sexual violence, engagement with its Equality Subcommittee and other areas. We maintain an open channel of communication with the UCCSU, Clubs and Societies as a core part of our engagement with and work for the university community.

Staff Networks

The EDI Unit has a long history of collaboration with UCC staff networks, which are growing in number. In the last year, we have supported the work of the LGBT+ Staff Network, Mná, the Race Equality Network and now the Disability and Neurodivergence Network in areas such as financial support for events, collaboration on event organisation, administrative support in network set-up, and contribution of speakers.

Presentations

The Sexual Violence and Harassment Prevention and Response Manager, Dr Caroline West is a sought-after speaker, taking part in the UCC LGBTQ (now Bród) Society's Queer Conference in April with fellow panelists, LGBT+ Staff Network co-chairs Diarmuid Scully, Ciara Murphy and co-founder Cathal Kerrigan. In March she gave a hybrid research seminar organised by the [Violence, Conflict and Gender](#) research cluster, entitled *From the Victorian Cobblestones of Dublin to the Porn Oscars in Vegas: Violence, Sex Work, and Women's Networks*. In March, she presented a poster on making consent culture accessible and inclusive, in collaboration with the UCC Neurodiversity Society at the Active* Consent COSHARE meeting in University of Galway. In April, she hosted information sessions for UCC HR Staff Wellbeing on the new Sexual Violence Misconduct Policy, the Mná Network, and the incoming Student Union. Also in April, for Praxis week hosted by the UCC Centre for Global Engagement, Caroline presented a piece on greenwashing and sexual harassment as part of the 'mystery box' challenge, which encouraged participants to use the contents of a box of materials to create a visual art piece.

In June, the EDI Officer, Anne-Marie Curtin co-authored a presentation at the SAI National Conference.

Pictured: Dr Caroline West at the Praxis 'mystery box' challenge.



Reporting

The EDI Unit has significant reporting obligations, both within and without the University. Annually, the HEA requires reports on actions around Race Equality and Gender Equality. The HEA also requests an annual report on numbers of formal and informal reports of sexual violence. The EDI Unit also collaborates with People and Culture to submit annually to the National Disability Authority under Section 5 of the Disability Act.

Policy & Guideline Reviews

In 2023/24, the EDI Unit has driven the review of the University's Guidelines to Support Pregnant Students (Athena SWAN action item 5.5.4), developed the Sexual Misconduct and Violence Policy and Procedure and started the development of an SOP for change of staff records under the Gender Identity and Expression Policy (Athena SWAN action item 6.1) to complement that already in place for student records under the same policy. The policy itself is also now under formal review by the Policy Review Group (action item 6.2). Additionally, the EDI Unit has, in partnership with Wellbeing and Development (part of People and Culture) developed policies covering Domestic Violence, Fertility, and Surrogacy for staff.

Staff

The Unit saw a high level of staff movement over 2023/24. The Unit now stands as follows, with six core staff and four fixed term research and support staff:

- Dr Avril Hutch – EDI Director
- Ann King – Athena Swan Project Officer
- Dr Caroline West – Sexual Violence and Harassment Prevention and Response Manager
- Anne-Marie Curtin – EDI Officer
- Katarzyna (Kasia) Pyrz – EDI Data Analyst
- Annette Feeney – EDI Administrator
- Dr Tanya Watson – ENGAGE research assistant
- Chloe Boland – Safe and Sound research assistant
- Charlotte Troy – AS Action Plan implementation support
- Nayonika Sen – social media and Race Equality Network support

We were delighted also to have on board during 2023/24 Dr Claire Raissian, Sarah Murtagh and Leannán O'Grady, who were a welcome part of, and greatly contributed to, the team.



L-R Nayonika Sen, Dr Avril Hutch, Annette Feeney, Ann King, Katarzyna (Kasia) Pyrz, Anne-Marie Curtin (Sept. 2024)

The EDI Unit (photos)



Dr Tanya Watson



With (back row) Leannán O'Grady (Apr. 2024)



With (l-r) Dr Claire Murray, Charlotte Troy, Dr Caroline West & (front) Sarah Murtagh (Mar. 2024)



Dr Claire Raissian



Chloe Boland

International Days/Weeks/Months formally marked

- World Menopause Day (18 October)
- World Children's Day (20 November)
- International Day for People with Disabilities (3 December)
- International Mother Language Day (21 February)
- Open Book Day: Celebrating Refugees in Education (22 February)
- International Women's Day (8 March)
- Disability Pride Month (July)
- Cork Pride Week (29 July - 4 August)
- International Youth Day (12 August)

Numbers

- 26 *Intro to ISL* students
- 2 themed weeks
- 3 training programmes or toolkits developed/supported
- 19 students accessed the GIEP
- Two new Bronze awards and two Bronze renewals achieved
- 14 AS applications supported
- 3 art exhibitions staged
- 32 applications for Sanctuary Scholarships for UG degrees supported
- 2 Staff Networks launched
- 1 digital badge approved
- 4 innovative initiatives launched

Appendices

Appendix A: Equality Committee Membership

Dr Maria Buckley	Research Staff Representative
Suzanne Buckley	International Office
Olive Byrne	Director of Access
Dr Mark Chu	Senior Lecturer, Department of Italian; past co-chair Race Equality Forum
Emma Connolly	Co-Chair, Mná@UCC (Women's Network)
Oisín Cotter	Equality & Diversity Representative, UCCSU
Anne-Marie Curtin	EDI Officer, Equality Week Co-ordinator
Dr Laurence Davis	LGBT+ Staff Network Representative
Dr Amanullah De Sondy	Past co-chair Race Equality Forum; Head, Study of Religions
Linda Doran	Disability Support Manager
Natasha Dromey	Adult Continuing Education Representative
Annette Feeney (Secretary)	EDI Administrator
Professor Nuala Finnegan (Chair)	Dean of Undergraduate and Postgraduate Studies
Dr Angela Flynn	IFUT Representative, Chair, University of Sanctuary Working Group;
Dr Anne Gannon	Human Resources Representative

Gary Hurley	SIPTU Representative
Dr Avril Hutch	Director of EDI
Dr Sanaa Khabbar	Co-chair, Staff Race Equality Network
Ann King	Athena SWAN Officer, EDI Unit
Dr Siobhán Lucey	Past-Chair, Mná@UCC (Women's Network)
Katie Marah	Co-chair, Staff Disability & Neurodivergence Network
Ciara Murphy	Co-Chair, LGBT+ Staff Network
Dr Claire Murray	Interim Director of EDI 2023/24
Dr Jatin Nagpal	Co-chair, Staff Race Equality Network
Dr Mary Noonan	College of Arts, Celtic Studies and Social Sciences Representative
Clíodhna O'Callaghan	Co-Chair, Mná@UCC (Women's Network)
Hayley O'Connell Vaughan	Communications & Engagement Officer, UCC SU
Siobhan O'Neill	Co-chair, Staff Disability & Neurodivergence Network
Paul Prendergast	Buildings Officer
Dr Claire Raissian	Past-SVHF Implementing Officer
Diarmuid Scully	Co-Chair, LGBT+ Staff Network
Dr Marius Sabin Tabirca	College of Science, Engineering and Food Science Representative
Dr Caroline West	Sexual Violence and Harassment Prevention and Response Manager

Appendix B: Refugee Week 2024 Schedule of Events

Date	Location	Event (short)	Full title	Speaker/s	Type	In conjunction with:
All week	The Hub Atrium	<u>Art Exhibition</u>			Creative	Fáilte Refugees (student society)
All week (from Tues)	The Glucksman	<u>Truth Be Told</u>	<i>Truth Be Told: A Creative Agency exhibition that explores messaging, media and visual storytelling</i>		Creative	The Glucksman
Monday 19th	WGB	<u>Travelling Map</u>				Fáilte Refugees
Monday 19th	ORB255	<u>Racism and the Rise of the Far Right</u>	<i>Racism and the rise of the far right – historical and international perspectives</i>	Drs Piaras MacÉinri and Amin Sharifi Isaloo, UCC	Talk	ISS21 Migration & Integration Research Cluster
Monday 19th	Boole Library Seminar Room	<u>Scholars at Risk and HEIs</u>	<i>The work of SAR and the role of member universities like UCC</i>	Dr Sarah Field, Prog. Officer, SAR Europe	Talk	SAR Ireland/UCC Network
Monday 19th	Boole 2	<u>Born in Gaza</u>	<i>Born in Gaza + short additional Al Jazeera Documentary for recent context</i>		Film Screening	Fáilte Refugees

Date	Location	Event (short)	Full title	Speaker/s	Type	In conjunction with:
Tuesday 20th	BHSC	<u>Travelling Map</u>			Informative	<u>Fáilte Refugees</u>
Tuesday 20th	<u>Áras na Laoi G02</u>	<u>Facilitating Integration</u>	<u>Facilitating Community Integration: The Sanctuary Runners Experience</u>	Graham Clifford of Sanctuary Runners	Talk	<u>Sanctuary Runners</u>
Tuesday 20th	<u>Mardyke Track</u>	<u>Sanctuary Run</u>	<u>Join us for a lunchtime run with UCC Staff AC</u>		Social/Outdoor/Sport	<u>UCC Staff Athletics Club & Sanctuary Runners</u>
Tuesday 20th	<u>Film Screening Room/Auditorium (Kane Basement B10.b)</u>	<u>Human Flow</u>	<u>Human Flow - a film by Ai Weiwei</u>		Film	School of Film, Music and Theatre
Tuesday 20th	<u>Franciscan Well</u>	<u>Quiz Night</u>			Social	Fáilte Refugees, UCC MSF Soc, UCC Mountaineering Soc, UCC EWB Soc, UCC Comedy Soc
Wednesday 21st	The Hub	<u>Travelling Map</u>			Informative	Fáilte Refugees

Date	Location	Event (short)	Full title	Speaker/s	Type	In conjunction with:
Wednesday 21st	The Marquee @ The Hub	<u>Pop-up International Café</u>			Social/Informational	Fáilte Refugees with Slavic, Islamic, Jewish, and European societies
Wednesday 21st	<u>WGB G14</u>	<u>Researching Child Trafficking</u>	<u>Raising Awareness of Child Trafficking & Exploring Potential Research Collaborations</u>	J.P. O'Sullivan, MECPATHS	Talk	<u>MECPATHS</u> , ISS21 Poverties, Social Justice & Inequalities Cluster and the IHRG in Med & Health
Wednesday 21st	<u>WGB 226</u>	<u>Refugee and migrant children in schools</u>	<u>Supporting the integration and inclusion of refugee and migrant children in schools: evidence and practice</u>	Dr Shirley Martin with reps from Millstreet Community School and Blarney Street NS.	Report Findings Presentation & Experiences of Champion Schools	ISS21 IMMERSE / Schools of Sanctuary
Wednesday 21st	<u>WGB 226</u>	<u>Language as experience d as a migrant</u>	<u>Translating ethnographic writing on migrants and outreach work with refugees for mixed audiences</u>	Dr J.C. Macarie & Roos Demol	Conversation	ISS21 Precnights & International Community Dynamics

Date	Location	Event (short)	Full title	Speaker/s	Type	In conjunction with:
Wednesday 21st	WGB 226	Education Pathways and the EU Passworld Project	Building Education Pathways for Refugee Students: UCC's Experience (OBD)	Ruth Hally, UCC and Tessa Cornally, Nasc	Presentation/ Discussion	Nasc
Thursday 22nd	North Mall Campus	Travelling Map				Fáilte Refugees
Thursday 22nd	Dora Allman Room (Hub)	Open Book Day	From global to local - refugees and education		Seminar/Talk/ Discussion	UNHCR & Schools of Sanctuary
Thursday 22nd	Dora Allman Room (Hub)	Forced migration, health and dignity	European Union governance of forced migration: Impacts on Health and Dignity	Dr Apostolos Veizis, INTERSOS Hellas	Talk	ISS21/ Applied Social Studies
Thursday 22nd	The Glucksman	Art in the Classroom	School Tours/Art in the Classroom (OBD)		Educational/ Creative	The Glucksman & Schools of Sanctuary
Thursday 22nd	The Shtepps (Hub)	Depositions Poetry	A reading by Anton Floyd Deposition (OBD)	Anton Floyd	Poetry/Talk	ISS21/Collective Social Futures

Date	Location	Event (short)	Full title	Speaker/s	Type	In conjunction with:
Thursday 22nd	Aula Maxima	Bridges over Borders	Bridges over Borders: Annual Fáilte Refugees Conference		Conference	Fáilte Refugees
Friday 23rd	The Shtepps (Hub)	Reflections	<i>Refugee Week Reflective Space</i>		Guided, quiet reflection	The Chaplaincy
Friday 23rd	Áras na Laoi Common Room	Coffee and Chat	Coffee and Chat		Social	LGBT+ Staff Network / Race Equality Network
Friday 23rd	Aula Maxima	A Very Open Mic Night	Open Mic Night with Olympio and Cork Migrant Centre	Everyone! :-)	Artistic/Creative/Social	Cork Migrant Centre/UCC Dept. Music/UCC Societies Office
Sat 24th	Fountainstown	Brr! :-)	Sanctuary Swim		Social/Outdoor/Sport	Sanctuary Runners

Appendix C: Equality Week 2023 Schedule of Events

Date/Day	Where	What	Who	Link/Info
All week	The Hub Atrium	Kids/Youth Art Fest	Kids and youth of Cork and surrounds	See the online gallery here
Monday 2nd	The Dora Allman Room	IBSA Workshop	Dr Caroline West, Active* Consent	Join Dr Caroline West for a workshop on Image Based Sexual Assault Collaboration with UCCSU SHAG Week
Tuesday 3rd	The Dora Allman Room	Inclusive College Symposium	Inclusive UCC	
Tuesday 3rd	Staff Common Room	Launch of UCC Race Equality Network		
Wednesday 4th	The Rainbow Walkway	30th Anniversary of Decriminalisation	The Gay Project with UCC, the LGBT+ Staff Network and LGBTQ Soc with EDI Unit	
Thursday 5th	Online (Teams)	Communication in an International Context	Julie Butters of the Language Centre	Join Julie Butters for a workshop in intercultural communication.

Date/Day	Where	What	Who	Link/Info
Thursday 5th	The Glucksman Gallery	The Art of Equality: Curatorial Tour of the UCC Art Collection	Tadhg Crowley, The Glucksman	Join us for a unique tour of the University College Cork art collection this Equality Week. In recent years the Glucksman has commissioned new artworks for the university collection in partnership with community groups.
Thursday 5th	Online (Teams)	Accessible Presentation	National Council for the Blind Ireland	Join Shane and Martina from the NCBI for a workshop on the Dos and Don'ts of accessible presenting.
Friday 6th	BHSC G02	"Die Standing" with Elmer Dixon	Elmer Dixon, co-founder Black Panther Party Seattle Chapter	Join Elmer Dixon, co-founder of the Seattle Chapter of the Black Panther Party as he reads from his book 'Die Standing'. Talk commences @ 11:00
Friday 6th	The Dora Allman Room	EDI Soapbox	Staff & students	Join us for a jam-packed lunch hour of all things EDI!

Appendix D: Locations of Free Period Product Units

#	Sites	Locations of w/cs & units
1	Boole Library	2 units: Ground Floor, old side and 1 st Floor, new side
2	Boole Basement	1 unit
3	Brookfield Health Sciences Complex	1 unit
4	Western Gateway Building	1 unit
5	Enterprise Centre, North Mall Campus	1 unit Ground Floor
6	Bio Sciences Institute	1 unit Ground Floor
7	Pharmacy Building	1 unit Ground Floor
8	Dept. of Music, Sundays Well	1 unit Ground Floor
9	Connolly Building	1 unit Ground Floor
10	O'Rahilly Building, Main Campus	2 units: Ground Floor, Blocks A and B
11	Kane Building, Main Campus	1 unit Basement
12	Áras na Laoi	1 unit Ground Floor
13	Tyndall National Institute	1 unit Ground Floor
14	Main Rest, Main Campus	1 unit 1 st Floor
15	Student Hub, Main Campus	1 unit Ground Floor
	Total	17 units

