

# Race Equality Action Plan

(REAP) 2026–2028

University College Cork

# Foreword from the President of UCC



**As President of University College Cork, I am honoured to present our Race Equality Action Plan (REAP) 2026–2028, a landmark step in our ongoing commitment to ensuring that UCC is a university where everyone is valued, respected and empowered to thrive.**

*Securing Our Future: UCC Strategic Plan (2023-2028)* places Equality, Diversity and Inclusion (EDI) at the heart of our mission and values. It commits us to fostering a university community that is fair, inclusive and representative of the diverse society we serve. This Race Equality Action Plan builds upon that commitment, translating aspiration into action and setting out a clear pathway towards systemic and cultural change.

In 2023, I was proud to sign the Higher Education Authority (HEA)'s Anti-Racism Principles on behalf of UCC — a public pledge to advance race equality and to take meaningful steps to eliminate racial discrimination in higher education. The REAP 2026–2028 now brings that pledge to life across five key pillars: Foundation, Culture, Success, Growth and Engagement. Together, they form a framework for progress that will strengthen leadership, transform systems, celebrate diversity and embed anti-racism into every facet of university life.

I want to extend my sincere gratitude to the members of the Race Equality Action Plan Working Group, to colleagues across our Colleges, Professional Services, Research, Students' Union and to external organisations who contributed to this process. Your engagement and honesty have helped shape a plan that is both ambitious and achievable.

As President, I reaffirm my personal and institutional commitment to this work. Let us move forward together — guided by our values, strengthened by our diversity, and united in our determination to make UCC a place where race equality is real, visible and enduring.

**Professor John O'Halloran MRIA**  
President, University College Cork  
25 February 2026

The twenty-one actions set out in this plan are firmly rooted in our CAIRDEAS values — Compassion, Agility, Integrity, Respect, Discovery, Equity, Accountability, and Sustainability. These values guide who we are and how we work together. They remind us that race equality is about the kind of community we choose to build every day: one grounded in empathy, collaboration, and a shared belief in human dignity.



# Foreword from the Co-Chairs of the UCC Race Equality Working Group

**The UCC Race Equality Action Plan (REAP) 2026 - 2028 has been developed through an extensive and collaborative process involving staff, students, and partners across the University College Cork community. It reflects not only the commitment of the institution to advance race equality, but also the lived experiences, perspectives, and aspirations of those who make up our university.**

The development of this plan was shaped by widespread engagement and open dialogue. In 2025, the Race Equality Working Group (REAPWG) undertook a series of consultations, focus groups, and feedback sessions with UCC staff, students, leadership and external partners. These conversations provided essential insights into the realities of racial and ethnic diversity, including members of the Traveller community, at UCC, where progress has been made, and where further effort and structural change are required.

This document is both an action plan and an invitation. It asks every member of the UCC community to contribute to a collective transformation, to ensure that race equality is embedded not only in our policies and systems and a zero-tolerance approach to racism, but in our daily practices, our classrooms and our culture.

We are grateful to the many individuals and groups who engaged with us throughout this process. Your perspectives and honesty have shaped the plan and will continue to shape its implementation. The REAP is intended as a living framework: one that will evolve through continued dialogue, transparency and shared accountability.

Together, we move forward with a shared vision – a university that not only values race equality, but acts decisively to ensure equity, inclusion and fairness for all.

**Dr Sanaa Khabbar,**  
Co-Chair, Race Equality Network

**Dr Jatin Nagpal,**  
Co-Chair, Race Equality Network

**Dr Lekha Menon Margassery,**  
Chair, Indian Alumni Network

**Dr Claire Raissian,**  
School of Law

**Dr Avril Hutch,**  
Director of Equality Diversity and Inclusion

**Anne-Marie Curtin,**  
Equality, Diversity and Inclusion Officer



# Introduction

**UCC is committed to advancing race equality as a core component of its institutional mission. This commitment is embedded in Securing Our Future: UCC Strategic Plan (2023), which prioritises inclusive excellence, equity, and belonging.**

The Race Equality Action Plan (REAP) 2026–2028 builds on national and institutional developments aimed at addressing race inequality within higher education institutions (HEIs) and is part of a broader commitment to fostering an inclusive and equitable environments for all staff and students, particularly those from minority ethnic backgrounds, including Irish Travellers.

## Race Equality at UCC – Commitment Statement

**UCC acknowledges that racism—whether structural, institutional, cultural, or interpersonal—exists within Irish society and within higher education. As a university committed to inclusive excellence, UCC recognises that confronting race inequality is fundamental to achieving its mission of equity, integrity, and compassion. We therefore commit to embedding anti-racism as a sustained and measurable institutional priority.**

UCC endorses the **HEA Anti-Racism Principles for Irish Higher Education (2023)**, which call on institutions to take an active stance against racism and racial inequality through leadership, policy, and practice. This includes ensuring accountability at all levels of governance, addressing systemic barriers that affect minority ethnic and Traveller communities, and creating an environment where all individual—staff, students, and visitors—can thrive free from racial bias, exclusion, and discrimination.

Our commitment extends beyond compliance; it is a moral, educational, and social imperative. UCC will work to dismantle structural inequalities by:

- Embedding race equality across policies, procedures, and decision-making processes;
- Developing leadership capacity and accountability to ensure anti-racism is reflected in institutional culture and strategic priorities;
- Listening to and acting upon the lived experiences of racialised staff and students;
- Promoting equitable recruitment, progression, and representation at all levels of the university;
- Ensuring the curriculum, research, and learning environments reflect the diversity of global perspectives and challenge colonial legacies;
- Taking proactive measures to prevent, identify, and respond effectively to racism and racial harassment.



We recognise that achieving race equality requires sustained effort, solidarity and transparency. UCC will therefore adopt an evidence-based approach, informed by data, consultation, and evaluation. We will report regularly through the EDI governance structures, hold ourselves accountable to our community by published status reports on the Race Equality webpages, and work collaboratively with national partners and peer institutions to share learning and advance systemic change across the higher education sector.

Through this Race Equality Action Plan (REAP) 2026–2028, UCC reaffirms its determination to be an actively anti-racist university -one that not only acknowledges race inequality but also takes responsibility for eradicating racism and promoting equality. Our goal is to create a campus culture of belonging, safety, and respect, where diversity is not merely valued but is recognised as a source of strength, innovation, and excellence.

# Our Approach - Developing the UCC Race Equality Action Plan

---

## Context

UCC's approach to race equality is informed by key national and sectoral developments:

- **National Action Plan Against Racism (2023):** UCC aligns its actions with the strategic goals of this national framework.
- **HEA Anti-Racism Principles:** Signed by the UCC President in 2023, with full endorsement of the HEA Race Equality Implementation Plan.
- **Race Equality Network (est. 2023):** The Race Equality Network (REN) is a staff-led network which aims to create a safe, inclusive and diverse working environment that encourages a culture of respect and equality for all staff regardless of race or ethnicity. The REN believes in the power of conversation and connectedness to motivate transformative change. It will work towards providing spaces for those conversations to happen in an open and inclusive manner. The Race Equality Network is welcoming to all UCC staff but has a focus on the lived experiences of race inequality faced by all ethnic minorities, including Irish Travellers, and others who might face discrimination on the basis of ethnicity, language, religion, tradition and cultural practices. It also welcomes majority ethnic staff who are committed to being allies and providing support for broader societal change against racism. The REN acts as a consultation forum regarding ethnic minorities and race equality for the wider university.

This Action Plan is grounded in consultation, evidence, and collaboration, aiming to embed race equality across all university functions.



# Working Group Membership

The Race Equality Working Group (RE WG) was convened to lead the development of this Action Plan. The group was made up of representation from across academic, professional services, and student communities. An open call was issued to all staff and external stakeholders to participate in the consultation. Student participation was coordinated through the UCC Student Union. Working group membership includes:

- **REAP Working Group Co-Chairs:** Dr Jatin Nagpal (REN Co-Chair), Dr Sanaa Khabbar (REN Co-Chair), Dr Lekha Menon Margassery (Indian Alumni), Dr Claire Raissian (School of Law), Dr Avril Hutch (Director of EDI), Anne-Marie Curtin (EDI Officer)
- **EDI Unit representatives**
- **Academic and professional staff**
- **Student Union representatives**
- **External advisors:** Limerick University, University of Galway

# Consultation Process

The development of REAP 2026–2028 was informed by a **robust, inclusive, and multi-layered consultation process**, designed to capture the perspectives of staff, students, and external stakeholders. This process was essential for ensuring that the Action Plan addresses lived experiences, institutional barriers, and opportunities for meaningful change.

Key elements of the consultation included:

- **EDI Staff Survey (2024):** Captured staff experiences and perceptions of race equality, racism and discrimination, highlighting areas of concern and potential interventions.
- **Desk Review (2025):** A comprehensive desk review of existing Race Equality Action Plans, research and national frameworks was undertaken to inform this work.
- **Workshops with Expert Facilitators:** Sessions were delivered by Dr Lucy Michael in April 2025 explored systemic barriers and best practices for anti-racism in higher education.
- **External Stakeholder Engagement (April 2025):** Consultations with community and sectoral partners ensured alignment with national standards and local needs.
- **University Leadership Team Consultation (May 2025):** Senior leadership provided guidance on institutional priorities, resource allocation, and governance structures.
- **REAP Planning Meetings and Working Group Discussions:** Regular meetings throughout Q3 2025 facilitated iterative drafting, feedback, and refinement.



- **Online Submissions Platform:** Enabled anonymous contributions from staff and students, broadening participation and capturing underrepresented voices.

This consultation process ensured that REAP 2026–2028 is **evidence-informed, contextually relevant, and community-driven**, laying the foundation for credible and actionable interventions across the university.

## Review Process

The review of REAP 2026–2028 followed a **comprehensive and iterative process** to ensure rigor, transparency, and accountability. Key elements of the review approach included:

- **Iterative Drafting and Feedback:** Multiple drafts were refined in response to stakeholder comments, ensuring clarity, feasibility, and measurable outcomes.
- **Internal Review:** Input from Race Equality Network members, College EDI Vice-Deans, and staff ensured contextual relevance and institutional feasibility.
- **Student Union Feedback:** Students provided perspectives on lived experiences, curriculum, support services, and engagement opportunities.
- **External Review:** Feedback from Maynooth University and University of Galway provided sectoral benchmarking, highlighting best practices and opportunities for improvement.
- **EDI ULT Sub-Committee:** Oversight and review by the Executive Leadership Team sub-committee ensured strategic alignment.
- **Leadership Approval and Endorsement:** The final plan received formal endorsement from UCC senior leadership, signalling commitment and institutional ownership.



# REAP Strategic Objectives

UCC's **Race Equality Action Plan (REAP) 2026–2028** sets out a vision for a university where every student and staff member feels seen, respected, and supported — a community where diversity is not only recognised but celebrated as a source of strength.

Guided by the **Belonging at UCC EDI Framework**, the Plan focuses on fostering inclusion through five interrelated pillars: **Foundation, Culture, Success, Growth, and Engagement**.



## PILLAR 1 – FOUNDATION: Leadership, Data Governance & Accountability

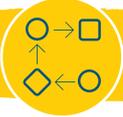
- Embed race equality and anti-racism into UCC's strategic plan and senior leadership responsibilities.
- Establish a Race Equality Oversight Group reporting to the EDI ULT Committee and University Executive.
- Ensure senior leaders publicly acknowledge race inequality and commit to anti-racism.
- Collect and analyse staff and student data disaggregated by ethnicity.



## PILLAR 2 – CULTURE: Ensuring an inclusive, safe and respectful Culture

- Create a culture of belonging to ensure that every member of our community is accepted, respected, and empowered to participate fully in university life.
- Promote visible and inclusive representation, celebrate the diversity of our campus community, and provide opportunities for connection and dialogue through events, networks, and safe spaces.
- Address racial microaggressions and discrimination through clear reporting and support mechanisms.
- Stand in solidarity to ensure that race equality remains central to our policies, actions, and institutional culture.





### **PILLAR 3 – SUCCESS:** **Providing Access to Opportunity and Achievement**

- Address barriers to progression and creating tailored supports for staff and students from diverse racial and ethnic backgrounds
- Ensure inclusive onboarding and mentoring programmes, embed anti-racism in recruitment and promotion processes, and provide guidance and resources to ensure equal opportunity for growth and achievement.
- Establish culturally responsive support services for minority ethnic students and staff.



### **PILLAR 4 – GROWTH:** **Enhancing Education, Research & Scholarship**

- Strengthen UCC's capacity to understand, research, and address the complex ways race and ethnicity shape experience within higher education.
- Provide training for staff and students, promote research on race equality, and review curricula to ensure inclusivity and diverse perspectives.
- Audit curricula for racial representation and opportunities for decolonisation.
- Support inclusive teaching practices and intercultural learning.
- Recognise and reward inclusive curriculum development.



### **PILLAR 5 – ENGAGEMENT:** **Understanding and Working with Our Community**

- Strengthen partnerships — within UCC and with external communities — to advance race equality locally, nationally, and globally through collaboration with civic and educational partners, awareness campaigns, and intercultural initiatives.
- Apply an intersectional lens to all race equality actions.
- Recognise how race inequality intersects with gender, class, disability, and other protected characteristics.
- Focus on systemic change rather than individual “fixes”.

To see the full UCC Race Equality Action Plan please see Appendix 1.



# Implementation and Evaluation

The effective implementation and rigorous evaluation of REAP 2026–2028 are critical to translating UCC’s commitments to race equality into meaningful, measurable change.

## Implementation

UCC will adopt a structured approach, ensuring strategic objectives are operationalised across academic, professional, and student engagement contexts. The **Race Equality Working Group (REWG)** will act as the primary oversight body, providing guidance, monitoring implementation, and facilitating collaboration across colleges, services, and student support units. Key responsibilities include:

- Translating strategic objectives into actionable tasks with clear timelines and responsibilities.
- Integrating race equality actions into departmental and college-level work plans.
- Supporting staff and student leaders to implement inclusive practices, including training, mentoring, and curriculum reforms.
- Ensuring resources, expertise, and tools are available for consistent application across the university.

## Monitoring

A robust, evidence-based monitoring framework will track progress:

- Collecting and analysing data on recruitment, retention, progression, attainment, and experiences of racialised staff and students.
- Reporting regularly against Key Performance Indicators (KPIs) aligned to each strategic objective.
- Providing feedback channels for staff, students, and stakeholders to highlight successes, challenges, and emerging issues.
- Publishing a status report in **Institutional EDI Annual Report**, ensuring transparency and accountability.

## Evaluation

Evaluation will focus on both outcomes and processes:

- **Mid-term review (2027):** Assess implementation progress, evaluate preliminary outcomes, and identify areas for adjustment.
- **Final evaluation (2028):** Measure impact against baseline data, KPIs, and lived experiences.
- Assess cultural and institutional changes fostered through anti-racism interventions, including shifts in awareness, attitudes, and behaviours.
- Reflect on lessons learned, best practices, and opportunities for future initiatives.

## Sustainability

REAP 2026–2028 is designed as a foundation for **long-term, systemic change within the institution**. Evaluation outcomes **will inform UCC’s next strategic planning cycle**, embedding anti-racism into governance, policies, and curricula. By sustaining evidence-informed interventions, UCC aims to ensure race equality becomes a permanent and integral feature of institutional culture.



# Appendix 1: UCC Race Equality Action Plan 2026 – 2028

Pillar	Action	Measure of Progress	Time frame	Action Owner	Reference Point
<b>1. Foundation</b> 	<b>1.1</b> UCC Leadership endorse HEA Race Equality Principles	Race Equality Principles signed and adopted by UCC President	January 2026	President	HEA Race Equality Implementation Plan, Sustainable Development Goal (SDG 10)
	<b>1.2</b> Draft and endorse a UCC Anti-Racism Statement	Anti-Racism Statement formulated by REAPWG/EDI Unit and approved by President/ULT	April 2023 – Jan 2026	Director of EDI, Race Equality Network WG members	HEA Race Equality Implementation Plan, SDG 10
	<b>1.3</b> Appoint Race Equality Officer	RE Officer appointed to support ethnic minority staff and students	Jan 2026	Director of EDI, REN WG, DPR, P&C	Benchmarking: <a href="#">Galway</a> , <a href="#">Maynooth</a> , <a href="#">TCD</a> RE posts
	<b>1.4</b> Collect full ethnicity data for staff and students	ESS Diversity Screen implemented, self-disclosure campaign successful, lobby CSO to broaden diversity criteria. student survey completed to capture first generation students	March 2026 – Dec 2028	Chief People and Culture Officer, Director of EDI, Student Records	HEA Race Equality Implementation Plan, SDG 10
	<b>1.5</b> Allocate specific budget to REAP implementation	Budget allocation, core-funded Race Equality Support Officer	Oct 2025 annually – Sept 2026	Chief Financial Officer, Director of EDI, Deputy President and Registrar	HEA Race Equality Implementation Plan
	<b>1.6</b> a) Diversify leadership profile b) Include Race Equality in next Strategic Plan	Baseline assessment of leadership, inclusion of REAP in SP 2029-2034	Dec 2028, Jan 2027, Dec 2027	President, Heads of Colleges, Director of EDI	HEA Race Equality Implementation Plan
<b>2. Culture</b> 	<b>2.1</b> Integration and celebration of race equality into UCC central events calendar	Dedicated race equality events at Global Week, 180th Anniversary Event celebrating multiculturalism	Sept and Feb annually, Feb 2026	VP Global/International office Development Office	UCC Global Plan
	<b>2.2</b> Establish Safe Cultural Space on campus for staff and students	Safe cultural space/peer support quarterly, safe space training	Sept 2026 onwards	Director of EDI, Director of Student Experience, CPCO, VP Global	Global Engagement Plan
	<b>2.3</b> Establish Report and Support Hub	Dedicated resources list, signposting, policy proofing, appoint Race Equality Officer	Sept 2026 onwards	P&C, CPCO, EDI Unit	EDI Framework – existing action
	<b>2.4</b> Advance recognition and support of race equality	Race Equality Champion Award established	March 2026, Sept 2026	EDI Unit, VP Global	Awards board



Pillar	Action	Measure of Progress	Time frame	Action Owner	Reference Point
<b>3. Success</b> 	<b>3.1</b> Include race equality materials in onboarding and progression materials	Anti-Racism Statement embedded in Homepage, digital communications, prospectuses, candidate briefs, inclusion in staff induction materials	Immediate (2026)	EDI, P&C, Director Recruitment & Admissions, VP Global, International Office	ALL
	<b>3.2</b> Improve tailored supports for ethnic minority/international staff	Information pack developed and published to international staff.	Sept 2026 onwards	DPR, EDI, P&C, Heads of Colleges, VP Global	ALL
	<b>3.3</b> Enhance mentorship/progression scheme for international, minority ethnic, refugee, first-gen students	Expand reverse mentoring scheme to include international, minority ethnic, refugee, first-gen students	2026–2028	DPR, HSL, SU, ACCESS, Alumni/Development, Student Experience, VP Global, IO, ENGAGE, Language Centre	Engage Reverse Mentoring
<b>4. Growth</b> 	<b>4.1</b> Establish Race Equality Reading Group	100 students/staff participate, common reading programme, essay competitions, author engagement	Oct 2025 – Oct 2027	Director of UCC Library	RCSI good practice example
	<b>4.2</b> Develop and provide race equality training for staff & students	Online Understanding Race in the Workplace course developed and launched, mandatory for specific groups – (interview panels and promotion boards), annual reporting through EDI ULT SC	Oct 2025 – Mar 2026, Jan 2026 onwards, June annually	Director of EDI, REN, P&C	HEA Race Equality Implementation Plan, SDG 10
	<b>4.3</b> Enhance UCC approach to decolonise the UCC curriculum specific to Irish identity and history, challenging dominant narratives and amplifying and integrating the perspectives of migrants and minority ethnic groups	Area identified to pilot and working group established with staff, students, external; pilot anti-racism curriculum scheme; self-check toolkit  Actions/learning from Critical Pedagogy/ De-colonising the Curriculum reading group disseminated to all staff through Race Equality Conference	Oct 2026 onwards	DPR, REN, Pilot site  CIRTL, EDI Unit, Praxis, Research Staff Association, UCC Library	HEA Race Equality Implementation Plan.



Pillar	Action	Measure of Progress	Time frame	Action Owner	Reference Point
<b>5. Engagement</b> 	<b>5.1</b> Strengthen engagement with External Race Equality Community/ Civil Society organisations	Engagement with civic organisations, MoU of engagement developed and endorsed by all parties	Jan 2026 onwards	Community Engagement Office, Director of EDI, OCLA	Consultation feedback
	<b>5.2</b> Improve communication & intercultural awareness related to race equality/ anti-racism	Staff guidelines/race equality statement promoted; Race Equality event highlighted in EDIB calendar; UCC food guide created/ promoted; First Year Experience sessions; toolkit/checklist develop; multiple language signage for Welcome campaign created/implemented.	Jan 2026 – Dec 2028, June–Sept annually 2026–2028	VP Global, Director of EDI, Director Buildings & Estates, International Office, Catering/ Procurement, Director Student Experience	Global Engagement Plan, EDI Framework, SDG 10
	<b>5.3</b> Develop and launch annual anti-racism campaign	Anti-racism materials included in Internal UCC Comms plan, online & campus campaigns developed/ launched	Oct & Feb annually 2025–2028	VP Global, EDI, Academy, REN	HEA Race Equality Implementation Plan

## Appendix 2: References / Frameworks

- [HEA Anti-Racism Principles for Irish Higher Education Institutions \(2022\)](#)
- [HEA Race Equality Implementation Plan \(2023\)](#)
- [National Action Plan Against Racism \(Ireland, 2023\)](#)
- [Advance HE Race Equality Charter \(UK, 2023\)](#)
- [UCC Strategic Plan: Securing Our Future \(2023-2028\)](#)
- [Belonging at UCC: A strategic Framework for Equality, Diversity and Inclusion \(2025-2028\)](#)
- [Trinity College Dublin \(TCD\), Race Equality Action Plan \(2023–2028\)](#)
- [University College Dublin \(UCD\), Race and Ethnicity Equality Review Report \(2022\)](#)
- [University of Galway, Race Equality Framework & Action Plan \(2023–2027\)](#)
- [University of Limerick \(UL\), Race Equality Action Plan \(2024-2027\)](#)
- [Royal College of Surgeons \(RCSI\), Race Equality Action Plan \(2025–2029\) \(Updated\)](#)
- [Technological University Dublin \(TU Dublin\), TU Dublin’s Strategy for Equality, Diversity and Inclusion: ‘Creating a Better World Together’ TU Dublin Plan of Change for Race Equity \(2021-2026\)](#)
- [University of Leicester, Equity, Diversity and Inclusion Strategy \(2023-2028\) \(integrated Race Equality Action Plan\)](#)
- [University of Nottingham, The Race Equality Charter Action Plan](#)
- [University of Surrey, Race Equality Action Plan \(2022-2027\)](#)
- [University of Stirling, Anti-Racism and Race Equality Strategy \(2022-25\)](#)



Also benchmarked against the following institutions, which all had made some progress under various initiatives/commitments to racial equality and anti-racism, all with working groups/networks, but no action plan in place.

- Dublin City University (DCU)
- [Munster Technological University \(MTU\)](#)
- Queens University Belfast (QUB)
- University of Reading

## Appendix 3: Definitions / Glossary

UCC adopts definitions from the **HEA Anti-Racism Principles for Irish Higher Education Institutions (2022)** and the **Advance HE Race Equality Charter**, providing clarity on key terms used throughout this Action Plan. The definitions reflect the social, institutional, and structural dimensions of race and racism in higher education, ensuring a shared understanding among staff, students, and stakeholders.

- **Race:**  
A socially constructed category used to classify people based on physical characteristics, ancestry, or perceived heritage. Race is not a biological fact but a social reality that can influence access to opportunities and experiences in society and education.
- **Ethnicity:**  
Refers to shared cultural practices, perspectives, and distinctions that set apart one group of people from another. Ethnicity encompasses language, religion, ancestry, and traditions, and can intersect with racial identity in shaping experiences of inclusion or discrimination.
- **Racism:**  
A system of oppression that structures opportunity and assigns value based on race. Racism can manifest in multiple forms:
  - **Structural / Institutional Racism:**  
Policies, practices, and cultural norms that create or perpetuate racial inequality within organizations or society.
  - **Interpersonal Racism:**  
Prejudice, bias, or discriminatory behaviour directed by individuals against others based on race.
  - **Cultural Racism:**  
The dominance of one cultural worldview over others, often reinforcing stereotypes and marginalising racialised groups.
- **Racialised Minorities:**  
Groups who experience systemic disadvantage or marginalisation due to being categorised as “other” based on race or ethnicity. This term encompasses people of African, Asian, Middle Eastern, or other non-white backgrounds, as well as Travellers and other minority ethnic communities in Ireland.
- **Discrimination:**  
The unfair or prejudicial treatment of individuals based on race, ethnicity, or other protected characteristics, resulting in disadvantage or exclusion.
- **Equity vs. Equality:**
  - **Equality:**  
Providing the same resources or opportunities to everyone regardless of circumstance.
  - **Equity:**  
Recognising that different individuals or groups may require different levels of support or intervention to achieve fair outcomes. UCC’s approach prioritises equity to address historical and systemic disadvantage.



- **Intersectionality:**  
A framework for understanding how multiple social identities (e.g., race, gender, disability, class, religion) interact to create unique modes of discrimination and privilege. Policies and actions must recognise intersectionality to address overlapping inequalities effectively.
- **Inclusive Practice:**  
Actions, policies, and behaviours that actively seek to create environments in which all individuals, particularly those from racialised or marginalised groups, feel respected, valued, and able to participate fully.
- **Microaggressions:**  
Subtle, often unintentional, comments or behaviours that convey prejudice, stereotype, or hostility toward racialised groups.
- **Decolonisation (Curriculum / Pedagogy):**  
The process of critically examining and reforming educational content, teaching methods, and research practices to remove biases that privilege Western, colonial, or dominant cultural perspectives, ensuring diverse perspectives are represented and valued.
- **Anti-Racism:**  
Proactive efforts to identify, challenge, and dismantle racism in all its forms, including structural, cultural, and interpersonal dimensions. Anti-racism goes beyond neutrality or non-discrimination, requiring intentional action to promote racial justice and equality.

## Appendix 4: Anti-Racism Principles for Irish Higher Education Institutions

By signing up to the Anti-Racism Principles for Irish Higher Education Institutions, UCC is committing to the following:

1. We will embed a commitment to race equality as part of our institutional culture and strategic priorities.
2. We will highlight the structural, institutional, and historical dimensions of racism which have informed past and current practice in HEIs and the societies in which they are situated.
3. We will educate our staff and students in relation to the structural, institutional, and historical dimensions of racism, as well as the more commonly recognised individual racism seen in acts of discrimination and abuse.
4. We will encourage an open dialogue on advancing Race Equality.
5. We will adopt an intersectional and intercultural approach when developing anti-racism actions and policies.
6. We will address questions of race equality within the strategic plans of our institutions.
7. We will record student and staff data disaggregated by ethnicity to inform our anti-racism policies and actions, and to monitor retention and career outcomes for students and staff from minority ethnic groups including Travellers.
8. We will continue to ensure a fair and transparent recruitment process for all staff, regardless of ethnicity.
9. We will address race equality issues in relation to progression and retention of students and staff from minority ethnic groups including Travellers.





**EDI Unit**  
South Lodge,  
University College Cork  
Cork, Ireland  
ediunit@ucc.ie

[ucc.ie/en/edi](http://ucc.ie/en/edi)

