



EQUALITY, DIVERSITY
& INCLUSION

EQUALITY, DIVERSITY AND INCLUSION

ANNUAL REPORT 2017 - 2018





1,129 Staff



34 events

34 dedicated EDI events held including Pride, Positive Aging Week, International Men's Day

POLICY - 46 policies EDI proofed, 5 new EDI policies

4 STAFF NETWORKS - Age Friendly, Aurora, Pride, Men's Sheds

FACILITIES -
2 new breastfeeding rooms
Comprehensive Access
Audit completed
27 gender neutral bathrooms

EDI Training

768 staff online Unconscious Bias training
226 staff TENI Trans 101 training
15 staff Access training



3,781 Students

- 2,259 undergraduate students in Medicine, Pharmacy and Physiotherapy
- 1,041 postgraduate students (MSc, MD, PhD)

National EDI Awards

Athena SWAN Bronze
Institutional Award
Investors in Diversity Standard



Scholarships and Prizes

- 3 30% Club Women in Leadership Scholarships awarded
- 60 students completed International Citizenship Award



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Foreword

It gives me great pleasure to share our
Equality, Diversity and Inclusion (EDI)
Annual Report 2017-2018.



RCSI hosted the Transgender Equality Network Ireland (TENI) Breakfast for our first PRIDE celebration in June 2018.

Equality, diversity and inclusion is fundamental to being our best and bringing out the best in others. It is the responsibility of every staff member, student and alumnus to ensure that EDI translates across the RCSI community and environment we create and nurture. This in turn translates to the type of healthcare professionals we send out to over 97 countries across the world.

RCSI's core values of Respect, Collegiality, Scholarship and Innovation underpin this concept. Our RCSI Strategic Plan 2018 - 2022 sets EDI as a foundational pillar of everything we do. These standards and measures strengthen the culture of EDI across the institution.

We are accountable under Irish law and regulation to uphold EDI in an effective and consistent manner. We have a duty of care to ensure that nobody is discriminated against on the basis of age, civil status, family status, disability, ethnicity, gender, gender identity or expression, religion, membership of the traveller community or sexual orientation. We are committed to delivering a standardised RCSI experience and ensuring a diverse and inclusive place of work, study and engagement.

To that end, 2017-2018 has been a period where EDI has continued to flourish here in RCSI. I encourage you to explore the impressive list of actions set out in this report and I would like to draw your attention to a few highlights below:

FOUNDATION

- EDI Pillar in RCSI Strategic Plan 2018 - 2022
- Establishment of a dedicated EDI Unit
- Development of RCSI EDI Strategy and Action Plan 2018 - 2022

DATA

- 2017 & 2018 EDI Staff and Student consultation completed
- Inclusion of EDI data categories on staff and student databases CORE & Quercus

POLICY

- Launch of RCSI Equality, Diversity and Inclusion Policy
- Core Meeting Hours and Email Usage Policy
- Gender Identity and Expression Policy
- EDI Proofing of all RCSI HR Policies

ACCOUNTABILITY

- Achievement of Athena SWAN Bronze accreditation for gender equality
- Investors in Diversity award
- PROGRESS Gender Equality in Surgery Audit Report
- Higher Education Authority (HEA) Gender Profile Report 2018

KNOWLEDGE

- Delivery of unconscious bias training for all staff
- Trans 101 training for 226 staff
- Access Training for frontline staff

COMMUNITY

- Commencement of Women on Walls portraiture campaign
- Establishment of RCSI staff networks: Pride, Age Friendly, Men's Sheds, Women's Network
- Establishment of RCSI 30% Club Women in Leadership scholarship programme
- Facilities - access audit and associated works, new breastfeeding rooms in St Stephen's Green (SSG) & Beaumont campuses, autism friendly spaces
- Events – International Women's Day, Pride, introduction of 27 gender neutral facilities, Positive Aging Week, International Men's Day etc.

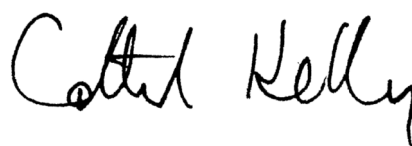
COLLABORATION

- Partnerships established with 30% Club, Accenture, AHEAD, Age Action, AsIAm, Association of Women Surgeons USA, Business to Arts, Transgender Equality Network Ireland (TENI), Men's Sheds Ireland Association.
- Engagement with Advance HE, Department of Education, Department of Justice & Equality, Higher Education Authority, Irish Human Rights and Equality Commission.

I would like to sincerely thank the many colleagues engaged in making EDI a reality. Our EDI Unit has played a key role in driving this agenda forward, as have our Athena SWAN Committee members and the many staff and students who have participated and volunteered their time to EDI training, events and staff networks.

I would also like to take this opportunity to re-affirm my personal commitment, as well as that of the Senior Management Team (SMT), to embedding EDI across RCSI and continuing to ensure EDI is a priority for this institution as we work to implement our Strategic Plan 2018 - 2022.

I am proud to be part of a community where dignity, respect and fairness underpin everything we do and look forward to further advancing RCSI's EDI culture into the future.



Professor Cathal Kelly
Registrar/ Chief Executive
RCSI



Introduction

The RCSI Equality, Diversity and Inclusion (EDI) Strategy 2018 - 2022 sets out a road map for our EDI work and has brought a proactive and collaborative approach to advancing the EDI agenda at RCSI. It is based on the following high level objectives:

STRATEGIC OBJECTIVE 1 - **FOUNDATION**

For everyone to take an active role in embedding EDI across everything RCSI does so that each individual has an opportunity to make the most of their lives and talents.

STRATEGIC OBJECTIVE 2 - **DATA**

Effectively capture and report EDI data across all 10 equality grounds and address underrepresentation as required.

STRATEGIC OBJECTIVE 3 - **ACCOUNTABILITY**

Reflect EDI across our governance, policy development/implementation and decision making.

STRATEGIC OBJECTIVE 4 - **KNOWLEDGE**

Engage, educate and raise awareness of EDI across the RCSI community.

STRATEGIC OBJECTIVE 5 - **COMMUNITY**

Enrich the staff and student experience and eliminate all forms of discrimination.

STRATEGIC OBJECTIVE 6 - **COLLABORATION**

Partner with national and international EDI stakeholders to bolster RCSI EDI initiatives.

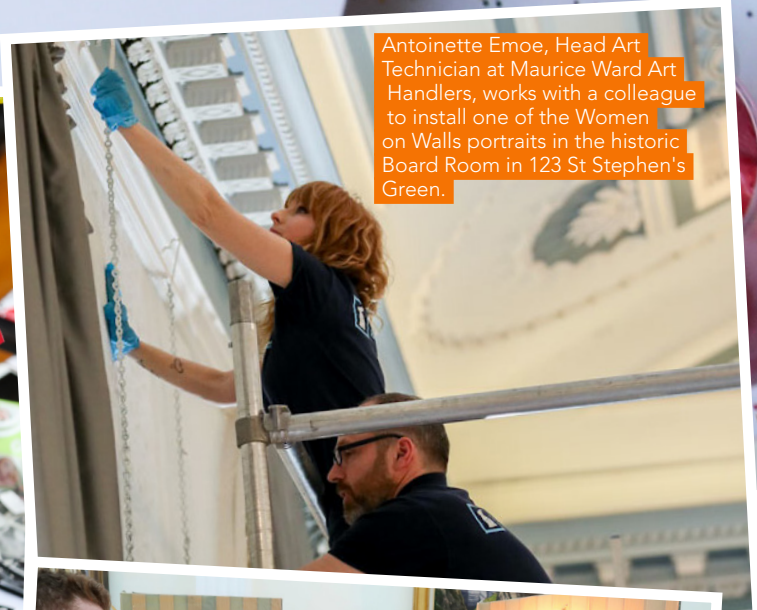
This report will review the progress RCSI has made with regards to EDI from July 2017 - December 2018. It will assess the progress against our Strategic Plan and Annual Work Plans and highlight some key actions during this period.

Good progress has been achieved across all objectives, particularly in the areas of education, awareness raising and policy making. This is fundamental to helping us embed an EDI culture across all aspects of College life and ensuring

who you want



Student volunteers at the nail art station at Pride 2018.



Antoinette Emoe, Head Art Technician at Maurice Ward Art Handlers, works with a colleague to install one of the Women on Walls portraits in the historic Board Room in 123 St Stephen's Green.

that RCSI is a safe, supportive and welcoming environment.

In recent years the education sector in Ireland has worked hard to establish and formalise EDI standards and culture. This is reflective of the impact of external political, social and economic factors. While we are proud of the achievements set out in this report, we also recognise that as EDI continues to evolve and as Irish legislation changes to reflect this, there will be more that we will need to do to effectively progress our EDI Strategy. While striving to achieve our objectives and stay true to our values, we recognise the need to remain flexible and adapt.

We look forward to continued engagement with our RCSI colleagues and the wider community without whom we could not champion this important agenda. The RCSI community will continue to cultivate EDI so that RCSI will always be a fair and inclusive environment. We also aim to become a leader and role model in the field of EDI so that this work might ultimately have a wider impact.

Dr Avril Hutch

Associate Director, Head of Equality, Diversity and Inclusion



Prof Clive Lee (center) poses with Barry Holmes (Head of Human Resources) and two members of the We 3 Barbershop singers in the pop-up barbershop at RCSI's International Men's Day 2018.

RCSI aims to become a leader and role model in the field of EDI so that our work might ultimately have a wider impact.

Vision

RCSI is committed to embedding Equality, Diversity and Inclusion (EDI) across everything we do. This ensures that we can all work and learn in an environment which is defined by dignity and respect, and that everyone in RCSI is treated fairly regardless of age, civil status, disability, family status, gender, membership of the Traveller community, race, religion, sexual orientation, or socio-economic status.

1. Context

10 GROUNDS

RCSI's equality, diversity and inclusion work is based on the ten equality grounds* set out below:

1

AGE

A person's age, includes only those over 16.

2

CIVIL STATUS

Whether a person is single, married, separated, divorced, widowed, civil partnered or formerly civil partnered.

3

DISABILITY

A person with an enduring physical, sensory, mental health or intellectual impairment.

4

FAMILY STATUS

Being pregnant or having responsibility as a parent in relation to a person under 18 years, or as a parent or carer to an adult with a disability.

5

GENDER

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



6

**MEMBERSHIP
OF THE
TRAVELLER
COMMUNITY**

A recognised ethnic group.

7

**RACE/
ETHNICITY**

A person's race, skin colour, national or ethnic origins.

8

RELIGION

A person's religious beliefs or having none; the term 'religious belief' includes religious background or outlook.

9

**SEXUAL
ORIENTATION**

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

10

**SOCIO-
ECONOMIC
STATUS***

A person's social and economic background.

*RCSI recognises the nine equality grounds established under Irish legislation and also includes socio economic status as a tenth ground to ensure access to employment or to goods and services for all individuals.

2. Legislative Framework

Equality is enshrined in the Irish Constitution and there is comprehensive legislation and structures in place to address discrimination.

The Employment Equality Acts 1998–2015 outlaw discrimination in a wide range of employment and employment-related areas. These include recruitment and promotion; equal pay; working conditions; training or experience; dismissal and harassment including sexual harassment. The legislation defines discrimination as treating one person in a less favourable way than another person based on any of the nine equality grounds: age, civil status, disability, gender, family status, membership of the Traveller community, religion, race and sexual orientation.

The aspects of employment which are covered under the Employment Equality Acts include:

- Advertising
- Equal pay
- Access to employment
- Vocational training and work experience
- Terms and conditions of employment
- Promotion or re-grading
- Classification of posts
- Dismissal
- Collective agreements.

THE DISABILITY ACT 2005 PART 5

For many years public bodies have pursued a positive action measure which set a 3% target for the employment of people with disabilities in the public service. The Disability Act Part 5 gives the 3% target legal status and goes further by:

- allowing each Minister to expand the range of positive actions which public bodies, within their area of responsibility, must take for the employment of people with disabilities
- giving a special role to the National Disability Authority (NDA) in monitoring compliance and ensuring implementation. Ministers may also approve Codes of Practice to assist public bodies.

CODE OF PRACTICE ON SEXUAL HARASSMENT AND HARASSMENT 2012

The code was produced by the Department of Justice, Equality and Law reform in 2012 and seeks to promote the development and implementation of policies and procedures which establish working environments free of sexual harassment and harassment and in which the dignity of everyone is respected. The provisions of the code are admissible in evidence and if relevant may be taken into account in any criminal or other proceedings before a court.



VICTIMISATION UNDER THE EMPLOYMENT EQUALITY ACTS 1998-2015

Under the Acts, it is 'victimisation' if an employer penalises an employee because they have made a complaint under either the Employment Equality Acts 1998-2015 or the Equal Status Acts 2000-2015. Victimisation is against the law.

SECTION 42 OF THE IHREC ACT 2014

Section 42 of the Irish Human Rights and Equality Act 2014 has established a positive duty on public sector bodies to:

- eliminate discrimination
- promote equality of opportunity and treatment
- protect human rights

This means that all public bodies in Ireland have responsibility to promote equality, prevent discrimination and protect the human rights of their employees, customers, service users and everyone affected by their policies and plans. This is a legal obligation, called the Public Sector Equality and Human Rights Duty. RCSI is committed to undertaking Public Sector Duty by 2020.

Under the RCSI Strategic Plan 2018 – 2020, RCSI is committed to supporting "a culture that advances our goals by building on our values of Respect, Collaboration, Scholarship and Innovation, and our aim to equip staff and students for personal and professional success".

For more information see: www.citizensinformation.ie; www.ihrec.ie

WHAT IS DISCRIMINATION?

Discrimination has a specific meaning in equality law. In the Employment Equality Acts the definition of discrimination focuses on whether a person has been treated less favourably in the workplace than another person in a similar situation on any of the nine grounds.

Discrimination can be direct or indirect. While direct discrimination is often more obvious, indirect discrimination has a similar impact on employees.

Indirect discrimination can happen when organisations' policies and practices have negative consequences for some people. For example, indirect discrimination can occur if a policy or practice, which is applied to all employees, has the effect of putting an employee at a disadvantage because of his/ her/their experience. It can also happen where a requirement that may appear non-discriminatory adversely affects a particular group or class of persons.

WHAT IS 'POSITIVE ACTION'?

Under the Acts, 'positive action' means that the employer can take steps that are not required under the law to promote equality for all their workers. In particular, employers can take positive action measure in relation to the gender ground, people over 50, people with disabilities and members of the Traveller community.

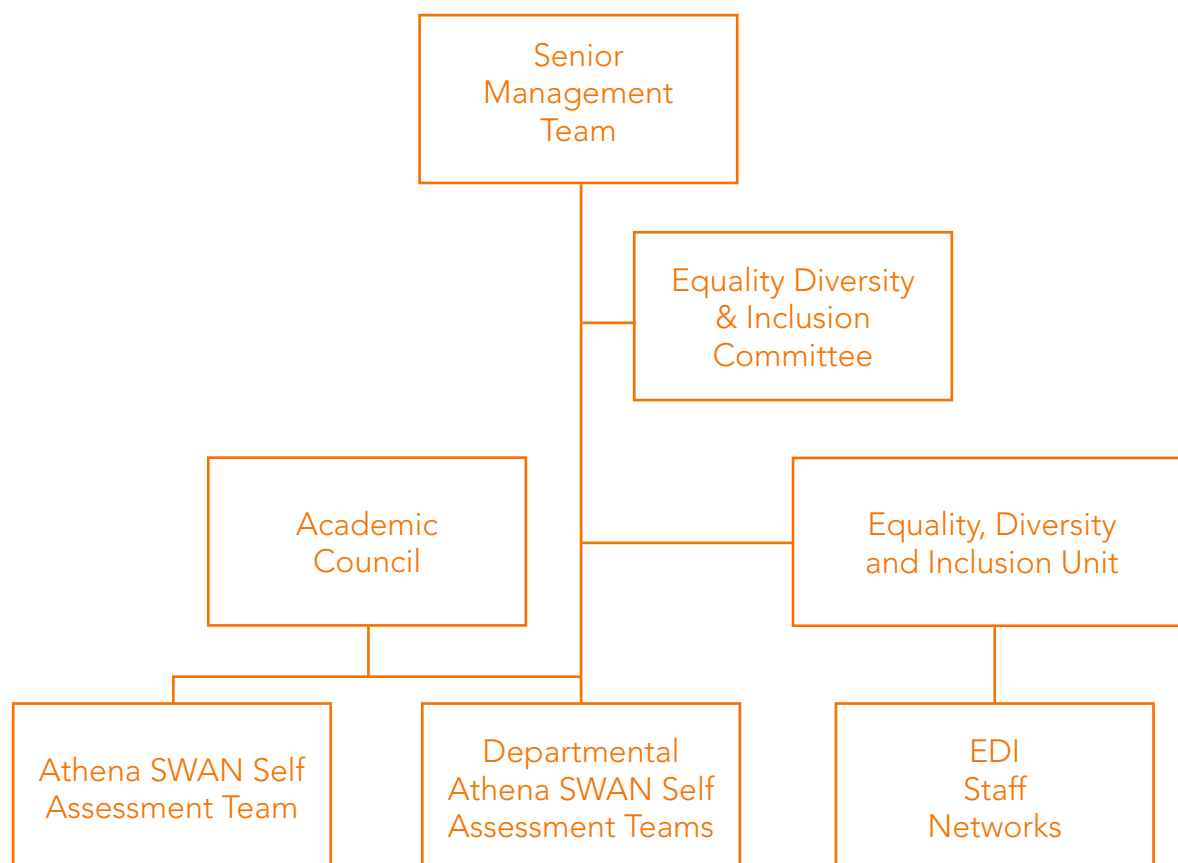
It would be positive action if an employer took measures to attract Traveller employees or employees with disabilities. It would be a 'positive action' on behalf of an employer if they provided a childcare facility on the premises. This might give someone with a young family the same opportunity of employment as someone without children.



3. Governance

The RCSI Senior Management Team holds overall responsibility for Equality, Diversity and Inclusion.

The wider EDI infrastructure at RCSI comprises the following:



EQUALITY, DIVERSITY AND INCLUSION COMMITTEE

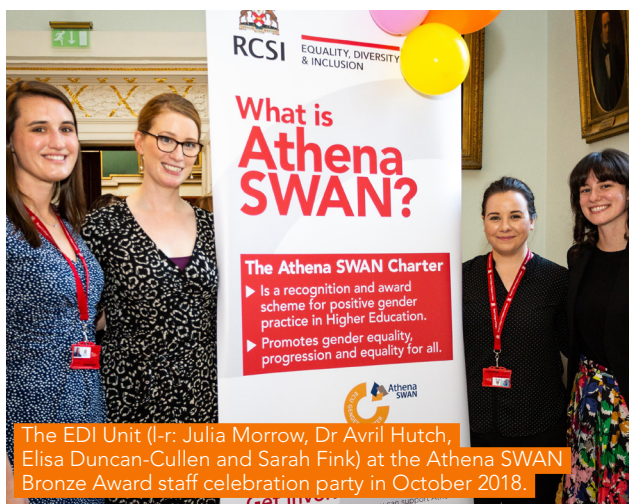
The EDI Committee is responsible for advising the Senior Management Team (SMT) on all equality, diversity & inclusion matters in RCSI.

Its membership is comprised of representatives from across the College. Student representatives are also included.

ATHENA SWAN COMMITTEE

In 2015, RCSI established an Athena SWAN self-assessment team (SAT) to oversee work on gender equality and the College's institutional Bronze application. The SAT is chaired by the RCSI Registrar/Chief Executive Professor Cathal Kelly signaling its importance. In August 2017, the Terms of Reference and membership of the SAT was revised and the SAT was reconfigured to reflect the expansion of AS and the establishment of the EDI Unit. Membership of the new SAT was rebalanced to:

- Ensure representation from all groups
- Strengthen the flow of information between the College Senior Management Team and SAT
- Include research, part-time and student representatives



EDI UNIT

A dedicated RCSI EDI Unit, which reports directly to the RCSI CEO, was established in July 2017 and is staffed as follows:

Dr Avril Hutch

Associate Director/ Head of Equality, Diversity & Inclusion

Ms Julia Morrow

Research & Policy Officer

Ms Sarah Fink

Athena SWAN Project Officer

Ms Elisa Duncan Cullen

Operations Assistant

EDI STAFF NETWORKS

RCSI has established staff equality networks. These are driven by staff interests and supported by the EDI Unit. RCSI Networks are championed by SMT Members: Ms Jennifer Cullinane, Mr Justin Ralph and Mr Kieran Ryan. This ensures staff groups communicate goals directly with RCSI leadership.

1. Age Friendly Network

2. Aurora Women's Network

3. Men's Shed

4. Parents and Carer's Network (coming 2019)

5. Pride Network

6. Roots Network (coming 2019)

See page 20 for more information on staff networks.

ATHENA SWAN SAT MEMBERS 2017-18

1 Prof David Croke (LEAD)

Director of Quality Enhancement,
Professor of Biochemistry

2 Prof Marie Guidon

Head, RCSI School of Physiotherapy

3 Prof Cathal Kelly (CHAIR)

CEO/Registrar, RCSI

4 Ms Anne Weadick (LEAD)

Executive Assistant

5 Ms Annamarie O'Connor

HR Organisational Change and System Manager

6 Ms Clare Muckian

Research Officer

7 Prof Arnold Hill

Head of School of Medicine and Head of RCSI
Department of Surgery

8 Prof Zena Moore (LEAD)

Professor and Head of the School of Nursing &
Midwifery

9 Dr Tobias Engel

Lecturer and Principal Investigator

10 Dr Brona Murphy

Lecturer and Principal Investigator

11 Ms Louise Loughran (LEAD)

Associate Director, Head of Communications

12 Ms Kate O'Sullivan

Communications Officer

13 Dr Cathal Kearney

Lecturer and Principal Investigator

14 Mr Yusuf Jaley

Undergraduate Student

15 Mr Barry Holmes (LEAD)

Director of Human Resources

16 Prof Leonie Young

Associate Professor

17 Dr Caroline Kelleher

Lecturer and Principal Investigator

18 Prof Sally-Ann Cryan

Associate Professor

19 Dr Avril Hutch (LEAD)

Head of Equality, Diversity & Inclusion (EDI) Unit

20 Ms Julia Morrow

Athena SWAN Project Officer

21 Dr Emer Reeves

Senior Lecturer, Deputy Head of School of
Postgraduate Studies

22 Dr Oliver McElvaney

Postgraduate, MD

4. Progress against Strategic Objectives

In order to meet our legal obligations and progress our work on equality, diversity and inclusion, we have developed a set of six EDI Strategic Objectives 2018 – 2022:

STRATEGIC OBJECTIVE 1 – FOUNDATION

For everyone to take an active role in embedding EDI across everything RCSI does so that each individual has an opportunity to make the most of their lives and talents.

1.1 STRATEGIC PLAN 2018-2022 & KPI REPORTING

RCSI's vision is 'to be an international leader in supporting healthcare professionals, through high quality education, research and service, to enable people to live long and healthy lives'. The RCSI Strategic Plan 2018 – 2022 - Transforming Healthcare Education, Research and Service is built on three foundational pillars, one of which is Equality, Diversity and Inclusion. This affirms RCSI's commitment to EDI as an overarching framework of all actions taking place with RCSI Dublin.

Quarterly reporting on key performance indicators (KPIs) to the RCSI SMT ensures that EDI is effectively implemented and monitored.

1.2 ESTABLISHMENT OF EDI UNIT

In July 2017, RCSI established a dedicated EDI Unit, reporting directly to the Registrar/CEO. The EDI Unit is responsible for developing and implementing the EDI Strategy and Action Plan. It also supports the Athena SWAN institutional and departmental accreditation and monitoring and evaluation process. At present the Unit is staffed by four full time staff.

1.3 ATHENA SWAN BRONZE ACCREDITATION & ATHENA SWAN NATIONAL COMMITTEE

In September 2018, RCSI was very proud to be awarded Athena SWAN Bronze Institutional accreditation. This involved a comprehensive twelve month preparation process led by the RCSI Registrar/CEO and RCSI Athena SWAN Self-Assessment Team (SAT). RCSI is currently working to implement a four year gender equality Athena SWAN Action Plan on the basis of that application.

RCSI also intends to submit a number of Athena SWAN departmental applications in the coming years and apply for Athena SWAN Institutional Silver in 2023.

RCSI participates in the Athena SWAN National Committee with peer Higher Education Institutions (HEIs) from across Ireland.

1.4 INVESTORS IN DIVERSITY ACCREDITATION

In March 2018, RCSI became the first Higher Education Institution in Ireland to be awarded the Investors in Diversity standard demonstrating the College's commitment to Equality, Diversity and Inclusion (EDI) and to continuous development in this area.



In collaboration with RCSI's EDI Unit, The Irish Centre for Diversity carried out an equality impact assessment and an organisational culture evaluation of RCSI, highlighting areas of significant achievement in addition to areas for improvement which are addressed in the institutional EDI Action Plan.

1.5 HEA GENDER PROFILE REPORT RETURNS

In July 2018, RCSI reported staff gender breakdown and was included for the first time in the Higher Education Authority's 2018 Gender Profile Report of Higher Education Institutions in Ireland. This allows for national benchmarking on gender equality in third level institutions.

1.6 GENDER PAY GAP AUDIT

In February 2018, RCSI contracted KPMG to undertake a preliminary gender pay gap audit of academic staff**. It is intended that a more comprehensive all staff application will take place in 2019, subject to the introduction of gender gap legislation and reporting mechanism which are scheduled to be rolled out by the Irish Government in January 2020.

***Criteria for gender pay gap reporting has yet to be agreed in Ireland and preliminary audit was based on the UK system.*



Minister of State for Higher Education Mary Mitchell O'Connor presents RCSI with the Athena SWAN Bronze Institutional award for gender equality at the Athena SWAN awards ceremony in October 2018.

STRATEGIC OBJECTIVE 2 – DATA

Effectively capture and report EDI data across all 10 equality grounds and address underrepresentation as required.

2.1 EDI STAFF CONSULTATION PROCESS

In November 2017, RCSI undertook its first EDI staff survey which was completed by 64% of staff. A second survey took place in November 2018, with a 63% completion rate. The first survey provided important baseline data on staff demographics, awareness of EDI policies and programmes of work and perceptions of EDI across RCSI. The survey was followed by a series of externally facilitated EDI focus groups aimed at further exploring key trends/themes identified in the staff survey. One-to-one staff interviews by EDI Unit staff were

also undertaken. In total, 163 staff fed into focus group discussions and interviews in the 2017-2018 period. To ensure transparency and accountability, a summary of findings was presented at an all staff meeting in January 2018. Findings are also published on the RCSI staff portal.

This wide-ranging needs assessment was essential in informing the development of the RCSI EDI Strategic Plan 2018 – 2022. The EDI staff consultation process is now scheduled to take place on an annual basis and provides markers by which to track process and measure the impact of EDI actions.

2.2 EDI STUDENT SURVEY

In December 2017, an EDI question set was included for the first time in the bi-annual RCSI Student Satisfaction Survey. This yielded a 49% response rate. It was agreed that a more far-reaching, stand-alone student EDI survey would be issued in 2019.

A separate EDI survey was issued to postgraduate students in January 2018.

This helped inform EDI student actions which are rolled out in coordination with the Student Union, Student Services, CoMPASS and the EDI Unit.

2.3 ONLINE INFORMATION SYSTEMS

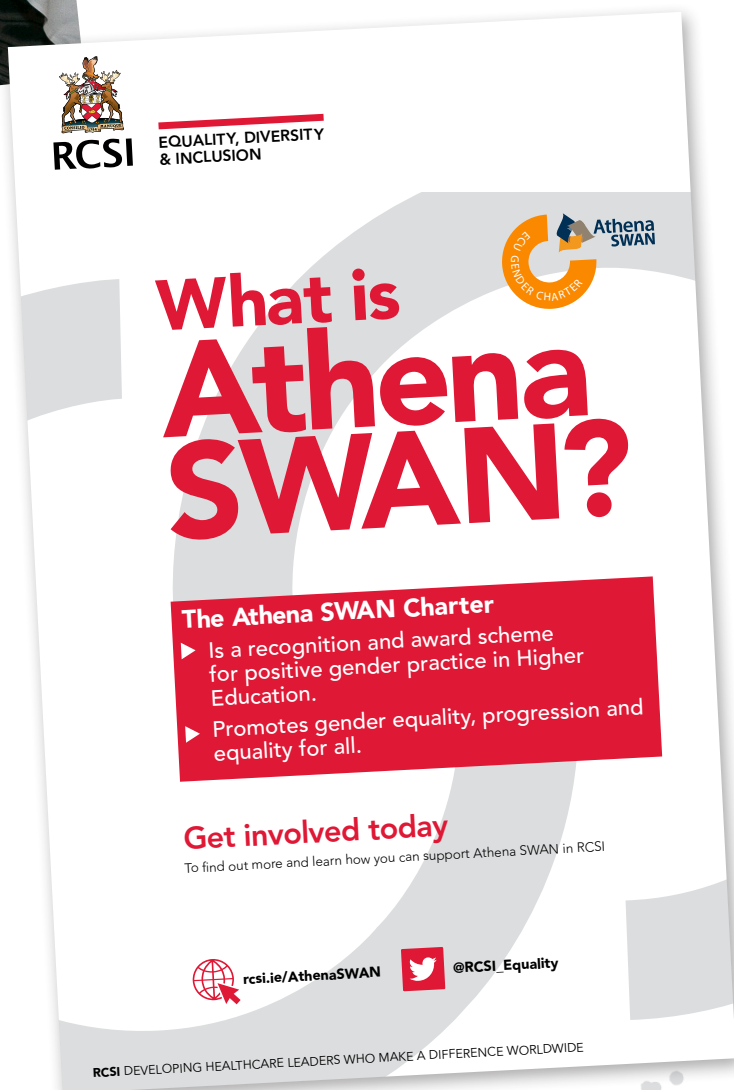
CORE and Quercus are data management systems for RCSI staff and students respectively. In 2018, equality characteristics were added to staff profiles on CORE and student profiles on Quercus. This includes: gender, gender identity (inclusion of X category and Mx title), ethnicity, nationality, age, disability, religion, family status and civil status.

By capturing baseline equality data at staff recruitment and student registration, RCSI can map under representation of certain groups and map how this might potentially be addressed. This information also informed the revised recruitment strategy which addresses the homogeneity of staff and aims to achieve greater diversity amongst staff.

2.4 GDPR COMPLIANCE

Data protection ensures the privacy of the individual is protected in relation to their personal information. On 25 May 2018, GDPR came into force throughout the EU. RCSI recognises the sensitive nature of EDI data and is committed to ensuring all EDI data is effectively managed and is fully compliant with GDPR. To that end, all EDI surveys are managed by the Quality Enhancement Office (QEO), with the EDI Unit serving as data controller in line with the duty of confidentiality.

Data gathering is an important component to identifying inequality, initiating activity and evaluating progress



The poster features the RCSI logo at the top left, with the text 'EQUALITY, DIVERSITY & INCLUSION' below it. To the right is the Athena SWAN logo. The main title 'What is Athena SWAN?' is in large, bold, red letters. Below this, a red box contains the text 'The Athena SWAN Charter' followed by two bullet points: '► Is a recognition and award scheme for positive gender practice in Higher Education.' and '► Promotes gender equality, progression and equality for all.' At the bottom, it says 'Get involved today' and 'To find out more and learn how you can support Athena SWAN in RCSI'. There are also links to 'rcsi.ie/AthenaSWAN' and '@RCSI_Equality' on Twitter. The footer reads 'RCSI DEVELOPING HEALTHCARE LEADERS WHO MAKE A DIFFERENCE WORLDWIDE'.

STRATEGIC OBJECTIVE 3 – ACCOUNTABILITY

Reflect EDI across our governance, policy development/implementation and decision making.

In 2018, RCSI undertook a comprehensive review of all policies across the institution. A policy gap analysis identified the need to introduce a number of new policies which are set out below.

2.1 EQUALITY, DIVERSITY & INCLUSION POLICY

In March 2018, RCSI introduced a dedicated Equality, Diversity and Inclusion Policy. This policy reflects RCSI's intention to ensure that EDI underpins all our activities and supports RCSI in adhering to the Employment Equality Acts 1998-2015 and prevents discrimination under the nine equality grounds. The policy applies to all members of the RCSI community, including:

- Job applicants and potential applicants
- Students (visiting and on placement)
- Staff (academic, research, clinical, professional, visiting and on placement)
- Contractors and sub-contractors
- Visitors and volunteers
- All applicants for work and study
- Partners

This policy also applies to the activities of the College where the College is represented by members of the RCSI community. Actions in writing, on the telephone, by e-mail, on the internet or in any RCSI related activity are also covered by this policy. Anyone else working with RCSI or providing services to the College is expected to support this commitment and adhere to this policy.

2.2 REPRESENTATION ON DECISION MAKING BODIES

In January 2018, RCSI introduced a policy to ensure all committees, panels and decision making bodies in RCSI include a minimum of 40% male or female representation. This policy also applies to interview and promotions panels.

2.3 CORE MEETING HOURS POLICY

Based on the 2017/2018 EDI staff consultation process, staff (both male and female) indicated that

they are satisfied with their working hours and would not support the establishment of core working hours. However, 86% of staff indicated that pre - 9am meetings are challenging, particularly parents/ carers. As a result a Core Meeting Hours Policy was adopted in March 2018. This policy requires that departmental meetings or meetings with more than two people must take place within Core Meeting Hours: 9am – 5pm.

2.4 EMAIL USAGE POLICY

In March 2018, RCSI also introduced a new email usage policy. During the consultation period, a high proportion of male and female staff observed that work-life balance/ impact on family life is most negatively impacted by out of hours email. As a result, an Email Usage Policy was developed in consultation with the senior leaders group and all internal email signatures now contain the following:

If you receive this email outside of your normal working hours, you are not expected to respond until you return to work. Given the nature of academic work and the international collaboration it often involves, the College (with support from the IT department) will work to encourage Heads of Department (HoDs), Principal Investigators (PIs) and managers to refrain from emailing outside of core working hours, unless in the case of emergency. The college recognises that some staff leave early for caring responsibilities/ out of work commitments and tend to work later in the evening.

2.5 GENDER IDENTITY & EXPRESSION POLICY

In October 2017, RCSI partnered with the Transgender Equality Network in Ireland (TENI) to develop a Gender Identity and Expression Policy for staff and students. This was launched by Minister for Employment & Social Protection Regina Doherty T.D. in April 2018. The purpose of this policy is to



RCSI Gender Identity and Expression Policy launched by Minister for Employment & Social Protection Regina Doherty T.D. with Dean/Prof Hannah McGee, SAT Policy Work-stream Member Dr Caroline Kelleher, RCSI Student Pride Network President Mr Andrew Cox, RCSI and Ms Sara Phillips, TENI in April 2018.

provide information and guidance to staff and managers and to ensure staff and students feel supported at RCSI and that transphobia is prevented, while ensuring RCSI remains compliant with legislation. A Frequently Asked Questions (FAQ) document was also circulated to all staff. To date one staff member has successfully transitioned at work.

2.6 RCSI STAFF POLICY REVIEW GROUP

To ensure all policies are EDI proofed and staff consultation takes place on an annual basis a dedicated policy review group will be established in 2019.

The RCSI EDI Policy reflects our intention to ensure that Equality, Diversity and Inclusion underpins all our activities and supports us in adhering to the Employment Equality Acts 1998-2015.



Unconscious Bias

Unconscious Bias

Welcome to this
course exploring
Unconscious Bias.

Press the forward arrow to continue.



Screen Shot from RCSI Unconscious
Bias Training Programme 2018

STRATEGIC OBJECTIVE 4 – KNOWLEDGE

Engage, educate and raise awareness of EDI across the RCSI community.

TRAINING & EDUCATION

RCSI offers a comprehensive learning and development (L&D) programme through the Human Resources department. In 2017/18, the EDI Unit collaborated with the L&D team to incorporate EDI components to existing staff trainings and to develop bespoke EDI training opportunities.

4.1 STAFF INDUCTION

The monthly staff induction provided by HR now includes a dedicated EDI 101 session for all new starters as part of the on boarding process. This is delivered by a member of the EDI Unit.

4.2 UNCONSCIOUS BIAS TRAINING

In February 2018, online unconscious bias training was rolled out for all staff. 68% of all RCSI staff (67% academic, 60% research staff and 77% professional staff) completed the new online unconscious bias training module. Of the respondents, 36% were male and 64% were female.

In 2018, in an effort to improve further the recruitment strategy and policy at RCSI, the online Unconscious Bias training module became mandatory for all interview panel members.

4.3 TRANS 101 TRAINING

In February 2018, Phase 1 of Trans 101 training sessions were provided to 76 front line staff (porters, security, estates, cleaners, library services, student services, communications, IT and human resources). This was to ensure that staff is educated and feel supported ahead of the implementation of the Gender Identity and Expression Policy. A briefing was also provided to the RCSI Student Union. By the end of 2018, 226 staff completed Trans 101 training.

Very informative training. It would be great if everyone had to do it.

Quotes from Trans 101 Training Participants

4.4 ACCESS TRAINING

In November 2018, fifteen front-line staff completed Access Training provided by Eoin O' Herlihy Access Consultancy, aimed at the development of a new Access Working Group. The course focused on:

- Built Environment
- ICT
- Communication & Awareness
- Events
- Access to Services

4.5 NEURODIVERSITY TRAINING

Online autism awareness training was made available to all staff in October 2018.

4.6 AHEAD TRAINING

In September 2018, RCSI invited Lorraine Gallagher from the Association for Higher Education Access and Disability (AHEAD) to deliver a bespoke disability training for RCSI Gym staff. This training focussed on access theory and concepts and practical exercises aimed at allowing Fitness Centre staff to support staff and students with disabilities to use gym equipment, in line with best practice.

4.7 BYSTANDER INTERVENTION TRAIN THE TRAINER COURSE

In early 2018, RCSI initiated an explicit approach to promote positive sexual health practices and to clarify acceptable behaviours as well as sexual assault prevention tactics and redress policies, in keeping with university developments in Ireland and internationally. RCSI has created a framework and action plan that outlines the steps to develop a bespoke approach to these issues for the RCSI community. One step to support this approach is to develop and implement an RCSI specific Bystander Intervention programme which aims to empower bystanders to diffuse and denounce, in a non-confrontational manner, inappropriate sexual, aggressive, discriminatory or racist behaviors. Twelve staff completed the Bystander Intervention Train the Trainer Programme in September 2018. Following the pilot of the programme, the aim is to update the training with RCSI specific themes and scenarios for future rollout. Starting in the academic year 2019-2020, this training will be delivered annually in conjunction with an online consent training to all incoming students.

4.8 CULTURAL COMPETENCY TRAINING

Online Cultural Competency Training and staff workshops have been developed by the RCSI Learning & Development team. In 2016 an online educational tool "Understanding Cultural Competence" was developed, piloted and made accessible to all RCSI staff and students. The aim of this initiative is to promote a shared understanding of what we mean by cultural competence and why we want to champion and foster culture and diversity in the College. Defining cultural competence as the ability to "behave and communicate effectively and appropriately in cross-cultural situations", this tool facilitates understanding and appreciation of issues such as - What Culture is; Cultural Awareness; Cross-Cultural Communication; Stereotyping/Unconscious Bias; and Practical Strategies for Success. The online tool is approximately 20 minutes long and is awarded 0.5 CPD points. These L&D activities will continue to evolve in collaboration with key stakeholders. To date 246 staff and 300 students have completed the online training module and 50 staff have completed workshops in cultural competence.

4.9 MATERNITY RETURNERS WORKSHOP

RCSI offers all women returning from maternity or adoption leave the opportunity to attend a full day workshop to support their return to work. The 'Mumager' workshop encourages women to focus on establishing boundaries between work and home, assessing priorities and building resilience. 18 staff members attended in 2018.

[Mumager] helped me to realise that I wanted to continue working, especially after my third child ... it was the difference between returning to work or leaving

Mumager Programme Participant 2016

4.10 LEADERSHIP AND MANAGEMENT DEVELOPMENT LEADERSHIP DEVELOPMENT AND MENTORING

Since 2015, female staff have had the opportunity to attend the Leadership Foundation for Higher Education (LFHE) (now called Advance HE) Aurora programme, a bespoke leadership development programme for women in HEI. In 2018, 12 RCSI women attended the programme.

Bespoke leadership and management development programmes (outlined below) run on an annual basis; mentoring and coaching are an integral part of these programmes.

In 2018, RCSI also joined the 30% Club and the Irish Management Institute's Club Mentoring Programme, which establishes a platform for RCSI mentors and mentees to engage with mentors/mentees from other professional disciplines and economic sectors. Mentor and mentee skills building sessions are available to all staff participating in a mentoring programme. In the research sector, Principle Investigators (PIs) and Supervisors can also avail of Supervision Mentoring Masterclasses which aim to clarify the roles, skills and functions of PIs/supervisors in researcher development. In 2018, Human Resources hosted a Mentor Thank You event to raise the profile of mentoring across the College and express gratitude to those who serve as mentors.

MANAGING THROUGH PEOPLE

Managing Through People, our internal management development programme run by RCSI Learning and Development, commenced in 2017; in 2018, 14 managers attended of which 10 were female. The programme aims to enhance management capability through a comprehensive programme including facilitated modules, 360 feedback, psychometric profiling and 1:1 mentoring support. The programme is held off site over a period of 6 months with 6 development days in total.

4.11 CURRICULUM

In 2018, the EDI Unit consulted on the development of the new RCSI School of Medicine curriculum through participation in a series of workshops and training groups.





RCSI students prepare for the 2018 Culture Night festivities.

COMMUNICATIONS

Communicating our equality, diversity and inclusion messages to our staff and external stakeholders is a clear strategic objective for RCSI.

We achieved very strong media coverage during the year, including, for example:

- Interview with Dr Barbara Bass on RTE's Sean O'Rourke Show and in the Irish Times when she visited for Women in Surgery
- Irishtimes.com story by Elaine Edwards on the launch of the College's Gender Identity Policy
- Coverage across print and online media for the Women On Walls open call announcement

Social media is an important communications channel for RCSI's equality, diversity and inclusion messaging. Across our four most significant

campaigns on social, we reached over 209,000 people across Twitter, Facebook, LinkedIn and Instagram:

- Women on Walls open call reached 45,600
- Gender Identity and Expression Policy launch reached 15,301
- Pride 2018 reached 41,318
- Athena Swan Bronze Award reached 38,947
- Women in Surgery reached 68,248

RCSI has also developed a dedicated EDI section on the main RCSI website.

A new @RCSI_equality twitter account amassed 550 followers in year 1.



Prof Deborah McNamara, Minister for Health Simon Harris, TD and Ms Ailin Rogers launched the Progress Report on 10 July 2017. The report set out measures RCSI would introduce to address major gender imbalance among surgeons.

STRATEGIC OBJECTIVE 5 – COMMUNITY

Enrich the staff and student experience at RCSI and eliminate all forms of discrimination.

STAFF NETWORKS

5.1 STAFF PRIDE NETWORK

In January 2018, RCSI established a Staff Pride Network to support LGBT+ staff and raise awareness of the LGBT+ community across the college. Nineteen staff members attended the inaugural meeting. A representative from the Senior Management Team acts as the Pride Network champion and will work to ensure the LGBT+ community is considered in all aspects of RCSI's work.

5.2 AGE FRIENDLY NETWORK

In April 2018, the RCSI Age Friendly Staff Network (AFSN) was launched. The mission of the Network is to celebrate and recognise the age dimension at RCSI thereby engendering a supportive, inclusive and diverse working environment without fear of age discrimination for staff members at all life stages. The AFSN has more than 30 members. In October 2018, RCSI celebrated Positive Ageing Week. The highlight of the week was Intergenerational Day where staff were encouraged to invite their friends

and family members to experience a day at RCSI. Almost 30 parents, grandparents, and extended family members travelling from Mayo to Cork participated in this event.

5.3 RCSI MEN'S SHED

RCSI Men's Shed was launched in November 2018. See note re: International Men's Day p.29

5.4 AURORA WOMEN'S NETWORK

The Aurora Women's Network met three times in 2018. This Network is composed of female staff who have completed the Aurora Leadership programme. It seeks to build on the professional development and networking opportunities built during the Aurora programme. RCSI supported 12 female staff to attend a Women on Boards seminar aimed at increasing female representation on boards in March 2018.

FACILITIES

5.5 GENDER NEUTRAL FACILITIES

By April 2018, gender neutral bathrooms (single stall cubicles) were identified and signage was installed in 27 locations across RCSI's St Stephen's Green (SSG), Beaumont and Sandyford campuses. Consideration for gender neutral facilities have also been incorporated into planning for all future building works.

5.6 BREASTFEEDING ROOM

Following focus group feedback on the accessibility and suitability of the Expressing/Breastfeeding Room in the main heritage building, 123 SSG, further renovation was undertaken and a new swipe access entry point was installed. In addition, a second Expressing / Breastfeeding room was created in ERC, Smurfit building, Beaumont Hospital Campus. High-quality hospital grade pumps were provided in both facilities to aid returning mothers to continue to express. Going forward, RCSI building projects will be assessed to ensure, where possible, the inclusion of expressing/ baby changing facilities.

Baby-changing facilities are also provided in the majority of Gender Neutral facilities across the campus.

5.7 ACCESS AUDIT

In September 2018, Eoin O' Herlihy Access Consultancy was contracted to undertake an access audit of the historic RCSI building on 123 St Stephen's Green. This audit yields a number of

recommendations, including the recommendation to address disability access points and wayfinding signage. Implementing these recommendations will complement the previously identified projects from the Condition Survey and the 5-year Capital Investment plan as conducted and managed by RCSI Estate and Support Services.

Working within the constraints of heritage building, the RCSI Estate and Support Services, in coordination with SMT and the EDI Unit, are engaging in a programme of works to address a number of these recommendations and projects. As part of the planned refurbishment, works at the main entrance to 123 SSG the introduction of a fully compliant wheelchair accessible ramp will occur during summer 2019. Additional works are also being undertaken on the 1st floor in the Heritage part of the College which includes upgrading toilet facilities and the replacement of the old 'passenger lift' with the installation of a compliant accessibility lift. These works are expected to be completed by Sept / Oct 2019.

5.8 BRAILLE SIGNAGE

As part of the college wayfinding and signage assessment, Braille signage was introduced in 123 SSG, in 2017 and installation completed in 2018.

5.9 UNIVERSAL ACCESS

In 2017, 26 York Street was awarded runner up in the universal access category in the RIAI awards.





(l-r) Dr Avril Hutch, RCSI; Andrew Hetherington, Business to Arts; RCSI President Prof John Hyland; Alastair Blair, Accenture; and Dr Michelle Cullen, Accenture at the Women on Walls Call to Artists launch in March 2018.

EVENTS

LAUNCH OF PROGRESS: GENDER EQUALITY IN SURGERY REPORT (JULY 2017)

In July 2017, RCSI launched PROGRESS: Promoting Gender Equality in Surgery which set out recommendations to encourage more women to become surgeons. The report was launched by Minister for Health, Simon Harris TD. RCSI President, Professor John Hyland further highlighted the barriers to female entry into and progression in surgical careers in an editorial in the *Irish Times*. RCSI will publish an annual status report on progress against key recommendations.

INTERNATIONAL MEN'S DAY (NOVEMBER 2017)

RCSI celebrated International Men's Day (19 November) for the first time in 2017. International Men's Day included a focus on men's and boy's health, improving gender relations, promoting gender equality and highlighting positive male role models. At the event, Dr Annie Curtis presented her research



Four of the eight women recognised in Women on Walls: Emily Winifred Dickson, Mary Strangman, Pearl Dunleavy, Barbara Stokes. (from top left clockwise).

findings on the body clock which was followed by a panel discussion.

"HONOURING FIRSTS" PORTRAIT UNVEILING (NOV 2017)

In 2017, visual artist Vera Klute was commissioned by RCSI to paint portraits of Professor Ethna Gaffney (1920-2011), the first female Basic Sciences Professor, Department of Chemistry & Physics, RCSI and Professor Ellen Moorhouse (1928-2004) the first female Clinical Sciences Professor, Department of Clinical Microbiology, RCSI. The portraits were unveiled in the Board Room, RCSI.

CULTURAL DIVERSITY MONTH (MARCH 2018)

Cultural Diversity Month takes place annually in March. This student-led initiative is supported by the Student Services Office. RCSI students host a series of events which showcase and celebrate culture. There are over 80 nationalities represented in our student body. Events include the Cultural Exhibition Fair, International Night and International Food Night where students have a unique opportunity to showcase the culture, food, music, dance, landscape, clothing, history and traditions from their home countries.

WOMEN ON WALLS – PROFILING PIONEERING WOMEN IN STEMM (MARCH 2018)

In March 2018, RCSI (in partnership with Accenture) launched a new initiative Women on Walls (WoW), which recognises the extraordinary achievements of a group of pioneering RCSI women in STEMM and enhances their visibility through a series of commissioned portraits that will create a lasting cultural legacy for Ireland. Eight new portraits will be hung in the main reception room of RCSI's historic building. The portraits will be unveiled on International Women's Day 2019.

The RCSI Women on Walls campaign was also profiled at Accenture's 2018 International Women's Day "You Can't Be What you Can't See" at the Convention Centre Dublin to an audience of 1200 guests.

RCSI LIBRARY WIKI EDIT-A-THON & INTERNATIONAL WOMEN'S DAY (IWD) BOOKSTAND (MARCH 2018)

In March 2018, the RCSI Library in conjunction with the EDI Unit hosted the first RCSI Wiki Edit-a-thon to add and update information on prominent RCSI women on public search forums such as Wikipedia. Hodges and Figgis also provided an International Women's Day pop-up book shop for staff and students, featuring titles on the Irish feminist movement.

STUDENT LED EDI ACTIVITIES

Student Services support a wide range of activities based on RCSI's ten EDI grounds. These include:

Oman National Day 21st November, UAE:

National Day December, Saudi National Day 28th September: A celebration of the country's national day, history and culture. This forms and information space for the student body to come and learn more about that country and its heritage.

International Food Night 9th March:

A night organised by Gourmet society in which the student body prepare and present the food from their home countries.

International Night 24th March: a night of dance and stories. Students from different parts of the world perform their traditional dance and tell a story through dance of their home land.

Christian Union Weekly Gathering: Where the students explore different passage from the Bible.

Islamic Society Weekly Halaqa Classes: Where the students explore different passages from the Qu'ran.

Chocolate Ball 10th November: a night of chocolate and entertainment for the student body organised by the Caribbean and African Society.

Topical Debates: Different debates organised by the Debate Society which include relevant topics that may be in the news for example : The marriage and abortion referendums.

Geriatric Society Nursing Home Visits: the members of the geriatrics society visit a nursing home on monthly visits to sit with the patients and talk and play games with them.

Various Fundraising and awareness growing initiatives such as Movember, Red Card to Racism, Menstruation Station/Fund Raising, De-stresser days with dogs.

Sara Phillips, Chair of the Board at TENI and Grand Marshall of the 2018 Pride Parade in Dublin, poses with family and friends on the rooftop of RCSI with parade revelers gathered on the street below.



AWS STUDENT NETWORK

The RCSI Student chapter of the Association of Women Surgeons was started in 2018. The first Irish chapter of the international organisation, a not for profit organisation which aims to encourage women to engage, empower and excel in surgical specialities. The RCSI chapter is currently the only active chapter in Europe and has over 250 students signed up as members. In it's first years the RCSI AWS held multiple events to encourage women in surgery including a panel discussion celebrating women in surgery for International Womens Day and a speed mentoring event where students could meet surgical mentors from a variety of specialities. They also head a fundraising event for Floating Doctors, a charity founded by RCSI alumni. The committee were delighted when they won best new society at the student society awards 2019.

STUDENT PRIDE NETWORK

RCSI Student Pride Soc held a number of events in 2018, including LGBTea - a social event where all students are invited to relax and socialise with

their peers in a safe space. A number of LGBT Health lectures also took place with Dr Caroline Kelleher, Psychology Depy, Dr Orlaith O'Daly, GP from Mercer's Medical Centre. A screening of The Birdcage also took place.

ADVANCE HE NATIONAL CONFERENCE (JUNE 2018)

In June 2018, RCSI hosted the Leading Change through Inclusive Leadership Conference with Advance HE. This event focused on why inclusive leadership is important in higher education and how it can result in more creative, innovative, engaged and ultimately effective organisations across people, space and curriculum. It gave institutions the opportunity to share best practice with regard to gender and diversity initiatives and the resulting organisational impact.

DUBLIN PRIDE (JUNE 2018)

In June 2017, RCSI flew the Pride flag for the first time and in June 2018, the College hosted over 300 guests for the TENI Pride Breakfast event. TENI Chairperson Sara Phillips, and 2018 Parade Grand Marshall, presided over festivities with face-painting, balloon-making and poster making onsite. Over 30 RCSI staff and students volunteered for the event.



Prof Patricia Numann, Prof Eilish McGovern, RCSI President Ken Mealy and AWS President Barbara Bass (l-r).

ASSOCIATION OF WOMEN SURGEONS MEETING (JULY 2018)

In July 2018, RCSI hosted the Association of Women Surgeons (AWS) USA for the first Women in Surgery meeting held in Ireland. High profile speakers including American College of Surgeons President Barbara Bass and AWS founder Prof Patricia Numann travelled to RCSI from the US for this special event. Over fifty female surgeons from across Ireland, the UK, Africa and the United States attended the event. The Association of Women Surgeons held the first Women in Surgery meeting in the United States in 1981 and now has 2000 members across 21 countries.

ASIAM EVENT FOR PARENTS, CARERS AND GUARDIANS (AUGUST 2018)

In August 2018, RCSI partnered with AslAm and are working towards becoming an autism friendly university in 2019. RCSI hosted the AslAm national autism and the law event in RCSI in December 2018.

GENDER EQUALITY IN HIGHER EDUCATION CONFERENCE

RCSI was one of the main sponsors for this biannual conference which took place in Ireland for the first time in 2018. This conference provided an international forum to discuss and exchange information and experiences on the challenges related to gender in academia, gender equality promotion and interventions in higher education and research institutions. RCSI was delighted to be a co-sponsor of this landmark event.

POSITIVE AGING WEEK & INTERGENERATIONAL DAY (OCTOBER 2018)

Positive Ageing Week is a nationwide campaign and series of events that encourages people to rethink how we engage with ageing which is sponsored by the EDI Unit's partner organisation, Age Action. This week challenged the RCSI community to reimagine how RCSI recognizes and engages with staff and students at all life stages. Events included: Motivation Monday; Tech Tuesday; Wellbeing Wednesday; Intergenerational Thursday; and Phone-a-friend Friday. The highlight of the week was Intergenerational Day when RCSI opened their doors to family and friends of students and staff, to provide an opportunity for them to learn about what RCSI has to offer.

"To me the pride flag not only symbolises hope and joy but also acceptance, stating that an organisation is your ally, and to see it raised over RCSI was amazing and quite emotional. On pride day itself, the doors of RCSI were opened, the building was covered in rainbow flags and glitter and filled with people; people who identified as gay, lesbian, bi, trans filled RCSI and spilled over onto the street, partying round college hall getting their faces painted, making banners and generally having a great day celebrating pride. There was a real feeling of inclusion, it didn't matter who you were or how you identify, you were welcome, you were accepted. It was really great to see many members of TENI in a space that they felt safe and to start their pride celebration off with a bang! Well done RCSI you should be proud of yourself!"

Jamie Logan, Nurse Lead National Clinical Programme in Surgery and Pride Network Member



Family of RCSI staff members gather around the microscope to view a research project being conducted by MCT.

Almost 30 family members attended this inaugural event. The day's agenda included a Roots genealogy class, Digital Skills technology class, a talk on the DNA of Irish Ancestry, Stretch gym class, MCT Lab visit, 26 York Street Simulation Lab visit, and a tour of 123 SSG.

AHEAD BETTER OPTIONS FAIR (NOVEMBER 2018)

RCSI hosted the AHEAD Better Options fair for students with disabilities and welcomed 400 + students with disabilities from across Ireland as well as all the other third level providers who provide access supports.

INTERNATIONAL MEN'S DAY (NOVEMBER 2018)

The RCSI EDI Unit launched the RCSI Men's Shed on International Men's Day 2018 aimed at supporting RCSI male staff and students, with a particular focus on men's physical and mental health. The launch event included a presentation by Men's Shed CEO Barry Sheridan, a performance by barbershop quartet Us Three and complimentary haircuts from the Fireside Barbershop.

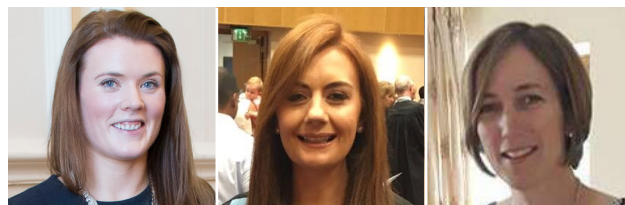
LAB SAFARI (NOVEMBER 2018)

To celebrate Science Week Ireland, the Department of Molecular and Cellular Therapeutics (MCT) at RCSI opened its doors and invited members of the public to experience one of Ireland's most advanced research centres. Almost 50 young people from schools all around Dublin attended the fully-booked Lab Safari. The event was developed to encourage young people to consider a career in STEMM (Science, Technology, Engineering, Maths and Medicine) by sharing the passion and enthusiasm for research at RCSI. MCT were particularly keen to motivate young women and girls to attend, to promote the full participation of girls and women in science and encouragingly the ratio of number of females to the number of males was 4:1 amongst attendees on the evening.

AWARDS & SCHOLARSHIPS

30% CLUB SCHOLARSHIPS

In April 2018, RCSI hosted Minister Richard Bruton, T.D., for the launch of 30% Club HEI Scholarship Programme. RCSI Institute of Leadership and the 30% Club awarded three scholarships as part of ongoing efforts to improve gender diversity in healthcare.



2018 RCSI 30% Club Women in Leadership Scholarship winners: (l-r) Dr Danielle Divilly, Dr Roisin Dolan and Dr Sarah Hume.

The RCSI 30% Club Scholarship recipients included Sarah Hume, a Senior Psychologist in the Irish Prison Service who commenced an MSc in Leadership and Dr Roísín Dolan, Consultant Plastic Surgeon and Dr Danielle Divilly, General Practitioner, both who received scholarships to undertake the Professional Diploma in Clinical Leadership.

The scholarships, valued at €5,750 for the Professional Diplomas and €12,500 for the Masters programme, were supported by the 30% Club, a global movement committed to better gender balance at all levels of organisations, fostering greater representation of women at executive levels of business and large organisations.

INTERNATIONAL CITIZENSHIP AWARD

The aim of this initiative is to provide an explicit self-development pathway for students to benefit most from the rich multi-cultural environment in which they study. This is aimed at being personally enriching for students as well as providing them with the skills to be most effective in the very diverse cultural settings across the world in which they will practice their profession. Since the inaugural awards ceremony in April 2016, over 60 students have received the RCSI International Citizenship Award. A Programme Board has been formed and administrative support is embedded within CoMPPAS (Student Hub). A panel of 19 staff have volunteered as programme mentors and undergone training in cultural awareness, reflective practice and mentorship. The development of sustainable processes remains a priority for the 2017/18 academic year as well as seeking ways to enhance the student experience. The Vice Dean for International Citizenship and Head of Student Engagement & Development will continue to lead the development of the award during the early implementation phase. In addition, the Vice Dean continues to explore international best practice, opportunities for research and peer engagement in the area of cultural competence and diversity.

2018 HEAR & DARE CAO OFFERS (ACCESS AND DISABILITY)

RCSI is committed to widening access and to the creation of a socially inclusive learning environment. Students with disabilities, socio - economically disadvantaged students and members of the Traveller Community continue to experience barriers to reaching their full educational potential. RCSI participates in the Higher Education Admissions Route (HEAR) which supports socioeconomically disadvantaged students and the Disability Access Route to Education (DARE) which supports students applying with a disability.

The Admissions Office manages the schemes, offering 6% of CAO places on reduced points to DARE and HEAR eligible applicants.

CAO ACCESS SCHOLARSHIPS

In addition to the 6% DARE and HEAR places, the Admissions Office steward three Access Scholarships for CAO school leaver applicants. These three Access Scholarships provide reduced points entry, financial support and opportunities for students who might otherwise be unable to attend third level education due to social disadvantage or financial constraints.

The **Aim High Medicine Scholarship** established in 2013 is awarded each year to a HEAR eligible candidate. Applications and 1st preferences for RC001 continue to increase as a result of this scholarship. In 2018 two Aim High Scholarships were awarded, both chose RCSI as their 1st preference.

The **Kiran Pathak Pharmacy Scholarship** was awarded to a HEAR eligible applicant who chose RCSI as 1st preference.

The **Traveller Community Access Programme (TCAP) Scholarship** was not awarded in 2018.

THE TCAP Scholarship was last awarded in 2016. RCSI graduated the first doctor through the TCAP Scholarship in 2012. There is currently one student in the programme funded by this scholarship and RCSI are engaging with two prospective students for 2020 and 2021.

RCSI's inclusion in the DARE HEAR National Access Schemes and Scholarships influence school-leavers RCSI course choices and their preferences. RCSI's inclusion in both schemes at national level is well embedded amongst Irish secondary school students and Guidance Counsellors. Guidance Counsellors and students are informed regularly by means of electronic and postal mailshots, presentations, web alerts, press ads and editorial of RCSI's DARE HEAR reduced points places.

2018 HEAR DARE & ACCESS SCHOLARSHIPS MEDICINE RC001

- 2 HEAR Reduced Points Places
- 2 DARE Reduced Points Places – 2 of whom were also eligible for HEAR
- 2 Aim High Medicine Scholarship (both reduced points, 1 is both HEAR and DARE).

PHYSIOTHERAPY RC004

- 1 HEAR Reduced Points Place
- 1 DARE Reduced points place

PHARMACY RC005

- 3 HEAR Reduced Points Place
- 1 DARE Reduced Points Places
- 1 Kiran Pathak Scholarship (HEAR reduced points place).

STRATEGIC OBJECTIVE 6 – COLLABORATION

Partner with national and international EDI stakeholders to bolster RCSI EDI initiatives.

RCSI engages with many stakeholders as part of its EDI work. These include:

AdvanceHE

6.1 ADVANCE HE/AURORA

Advance HE supports higher education institutes in putting institutional strategy into practice for the benefit of students, staff and society. Advance HE is driven by the strategic needs of higher education. Through their passion for excellence, Advance HE aims to create an inclusive culture that champions the continuous development of teaching, leadership and research. Advance HE uses an evidence-based approach to identify what works, and develop practice-based solutions.

RCSI and Advance HE have partnered to embed the organizational values and mechanisms to create an environment that champions gender equality. In 2018, RCSI achieved Athena SWAN (Scientific Women's Academic Network) Bronze accreditation, which is awarded by Advance HE, and recognises RCSI's commitment to best practice standards for higher education bodies in gender equality.



6.2 HIGHER EDUCATION AUTHORITY (HEA)

The HEA leads the strategic development of the Irish higher education and research system with the objective of creating a coherent system of diverse institutions with distinct missions, which is responsive to the social, cultural and economic

development of Ireland and its people and supports the achievement of national objectives. The HEA has a statutory responsibility, at central government level, for the effective governance and regulation of higher education institutions and the higher education system.

RCSI works closely with the HEA to contribute to data collection which informs national reports such as HEA National Review of Gender Equality in Irish Higher Education Institutions June 2016 and Accelerating Gender Equality in Irish Higher Education Institutions: Gender Action Plan 2018-2020. RCSI also works with the HEA to support Athena SWAN best practice in higher education in Ireland.



6.3 IRISH HUMAN RIGHTS AND EQUALITY COMMISSION (IHREC)

The Irish Human Rights and Equality Commission is Ireland's national human rights and Equality institution. IHREC is an independent public body that accounts directly to the Oireachtas. IHREC's purpose is to promote and protect human rights and equality in Ireland and build a culture of respect for human rights, equality and intercultural understanding in the State.

RCSI works with IHREC to support Public Sector Equality and Human Rights Duty, the responsibility of all public bodies in Ireland to promote equality, prevent discrimination and protect the human rights of their employees, customers, service users and everyone affected by their policies and plans. This is a legal obligation and it originated in Section 42 of IHREC's founding legislation, the Irish Human Rights and Equality Act 2014.

6.4 IRISH UNIVERSITY ASSOCIATION EQUALITY NETWORK

In November 2017, RCSI was invited to participate in the Irish University Association Equality Practitioner Network. This allows for shared learning and engagement on EDI in the university sector in Ireland.



6.5 IBEC EQUALITY NETWORK

In May 2018, RCSI became a member of the IBEC Equality Network, which provides an opportunity to engage with commercial entities and learn about EDI best practice in the Irish business sector.

RCSI is proud to partner with the following organisations on 2017/2018 EDI initiatives:



6.6 30% CLUB IRELAND

The 30% Club Ireland officially launched in January 2015 with a goal to achieve better gender balance at all levels in leading Irish businesses. Research suggests that 30% is the proportion when critical mass is reached - in a group setting, the voices of the minority group become heard in their own right, rather than simply representing the minority. The 30% Club believes that gender balance on boards and executive leadership not only encourages better leadership and governance, but further contributes to better all-round board performance, and ultimately increased corporate performance for both companies and their shareholders.

The RCSI Institute of Leadership and the 30% Club have partnered to award three scholarships as part of ongoing efforts to improve gender diversity in healthcare. The scholarships were awarded to

three female healthcare professionals and they matriculated into their respective courses, an MSc in Leadership and the Professional Diploma in Clinical Leadership, in October 2018. These scholarships will continue to be awarded annually.



6.7 ACCENTURE

Accenture is a global management consulting and professional services firm that provides strategy, consulting, digital, technology and operations services. Accenture solves clients' toughest challenges by providing expertise across more than 40 industries and all business functions to deliver transformational outcomes for a demanding new digital world.

In 2017, RCSI and Accenture partnered to bring Women on Walls to RCSI. Women on Walls is a campaign that seeks to make women leaders visible through a series of commissioned portraits that will create a lasting cultural legacy for Ireland. In 2019, the portraits of eight RCSI women pioneers in healthcare will be launched and hang in RCSI's historic Board Room at 123 St Stephen's Green.



6.8 AGE ACTION

Age Action Ireland was established in 1992 as the national non-governmental organisation concerned with ageing and older people, acting as a network of organisations and individuals, including older people and carers of older people, and as a development agency promoting better policies and services for older people.

RCSI and Age Action have partnered to celebrate and strengthen awareness of positive ageing for RCSI staff at all life stages. In 2017, Age Action supported RCSI in the rollout of RCSI's Age Friendly Staff network and RCSI hosted Tech Tuesday for Age Action as part of Positive Ageing Week in October. RCSI and Age Action will continue to work together to bring greater awareness to positive aspects of ageing during all life stages.

6.9 ASSOCIATION FOR HIGHER EDUCATION ACCESS AND DISABILITY (AHEAD)

AHEAD is an independent non-profit organisation working to promote full access to and participation in further and higher education for students with disabilities and to enhance their employment prospects on graduation. AHEAD provides information to students and graduates with disabilities, teachers, guidance counsellors and parents on disability issues in education.

RCSI is an AHEAD member organisation and supports AHEAD's work by participating in HEAR and DARE entry routes, offering scholarships and providing extensive learning supports for students with disabilities.



6.10 ASIAM

AslAm is a not-for-profit, charitable organisation that provides a one-stop-shop for the Autism community in Ireland. AslAm provides a portal of information about Autism for the public and those with the condition as well as a platform for people affected by Autism to share their stories and views, thereby giving a strong voice for the concerns of the community.

RCSI and AslAm have partnered to ensure RCSI is an autism-friendly place to work, study and visit by delivering an online Autism awareness training to staff, providing chill-out rooms on campus and ensuring our built environment reflects consideration for those with autism.



6.11 BUSINESS TO ARTS

Business to Arts is a membership-based, charitable organisation that brokers, enables and supports creative partnerships between businesses, individuals and the arts. We work to team our business members with arts organisations and artists to develop solutions in areas such as sponsorship, commissioning, brand development, training, leadership development, internal and external communications and events. Business to Arts also works with artists and arts organisations providing a range of training opportunities and coaching to help diversify income streams, grow audiences and improve efficiencies.

RCSI and Business to Arts work together on the Women on Walls project with Accenture. Business to Arts also provides RCSI with expert strategic and practical advice as it pertains to the curation, management and development of RCSI's extensive art collection and engagement in the Irish art sector.



6.12 MEN'S SHEDS ASSOCIATION IRELAND

Formed in January 2011, the Irish Men's Shed Association (IMSA) is a member-based organisation which exists to maintain links and share information among the network of men's shed in Ireland. IMSA also acts as a representative body to carry the message and ethos of men's sheds onto the national stage. As a grassroots organisation, IMSA believes strongly in the autonomy of each individual shed, and strives for a future in which all men have the opportunity to maintain and improve their well-being on their own terms within their own communities. IMSA provides information, resources and support to our member sheds throughout Ireland; listening and responding to their members' concerns is a cornerstone of their ethos.

In conjunction with International Men's Day 2018, RCSI and IMSA partnered to launch the first-ever men's shed hosted by a higher education institute in Ireland. RCSI's Men's Shed will provide an opportunity for members of the RCSI community to come together to work on various projects and host events relevant to the interests of the members of the shed.



6.13 TRANSGENDER EQUALITY NETWORK IRELAND (TENI)

Transgender Equality Network Ireland (TENI) is a non-profit organisation supporting the trans community in Ireland. TENI seeks to improve the situation and advance the rights and equality of trans people and their families. Our vision is an Ireland where trans people are understood, accepted and respected, and can participate fully in all aspects of Irish society. TENI is dedicated to ending transphobia, including stigma, discrimination and inequality and continues in the struggle for social, political and legal recognition of trans people in Ireland.

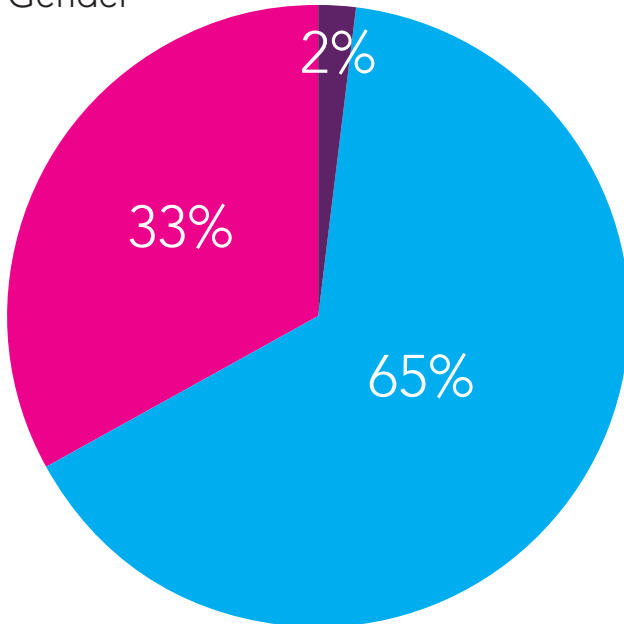
Since partnering in 2017, RCSI and TENI have worked closely on creating RCSI's Gender Identity and Expression policy, updating signage to be inclusive of the trans community and hosting the first-ever RCSI Pride party. During 2018, TENI also delivered almost 20 Trans 101 trainings to 226 RCSI staff during to build awareness of the lived experience of the trans community in Ireland and improve understanding of gender identity.

Who Are We

Staff and Student Demographics

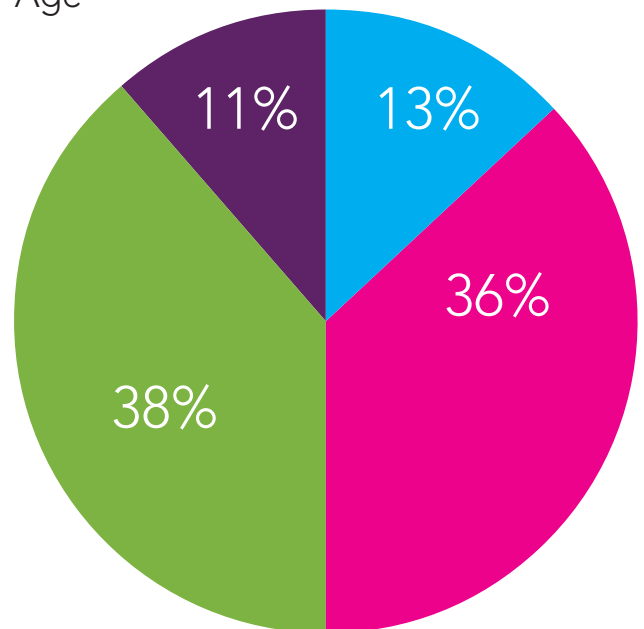
RCSI STAFF 2018 - Staff Total 1129

Gender*



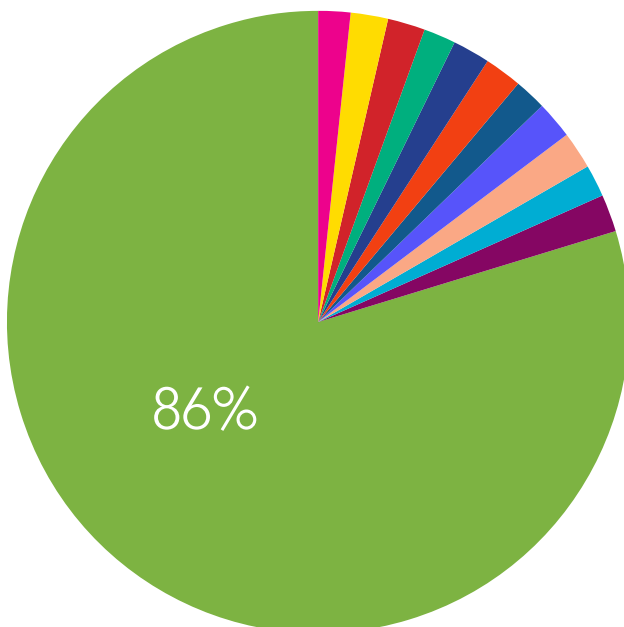
Female Male Prefer not to say

Age*



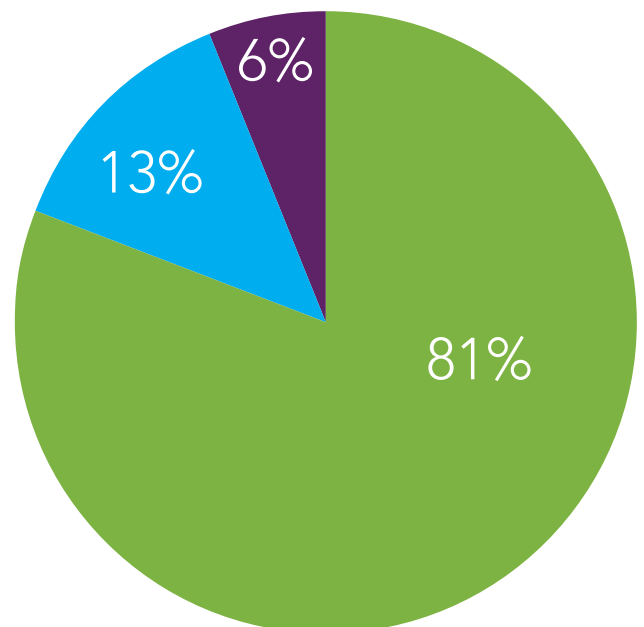
20-29 30-39 40-55 55-65

Ethnicity *



Any other black background 0.50%, Arab 1%, Asian 2%, Asian Irish 0.80%, Black African 0.80%, Black Irish 0.80%, Chinese 1%, Mixed - White & Asian 1%, Mixed - White & Black Caribbean 0.80%, Other Ethnic Group 3%, Prefer not to say 3%, White Roma 0.50%, White Irish 86%

2017 Staff Nationality Profile

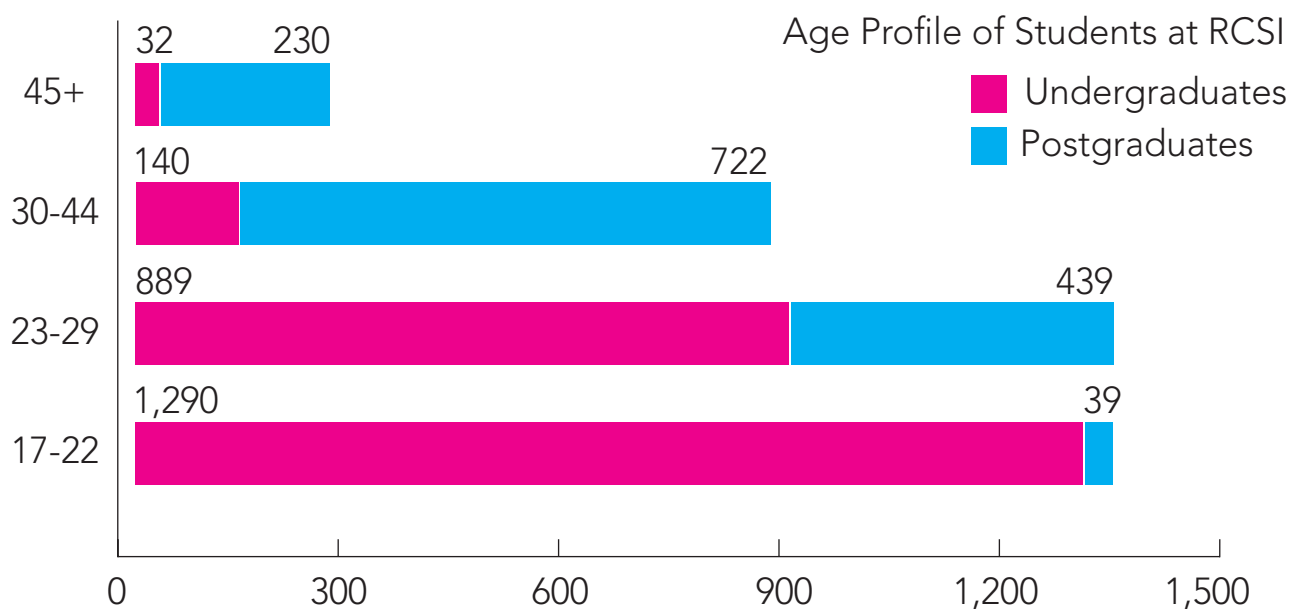


Ireland (Including N. Ireland) Europe Other

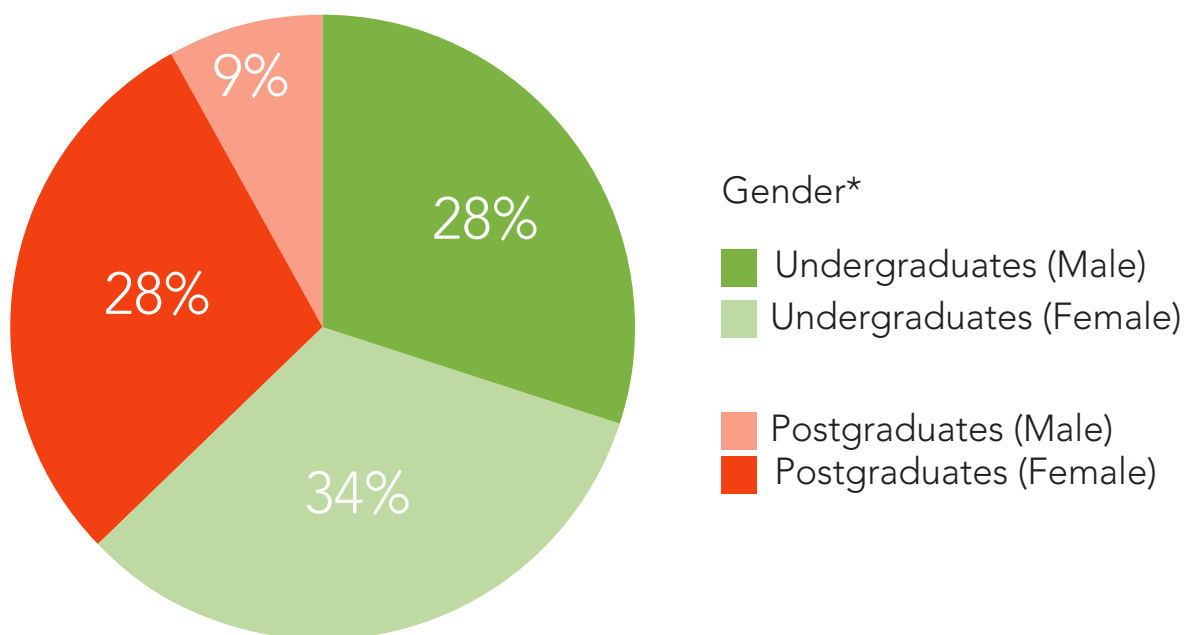
*Based on self-identification in 2018 EDI staff survey, completed by 63% of staff.

RCSI STUDENTS

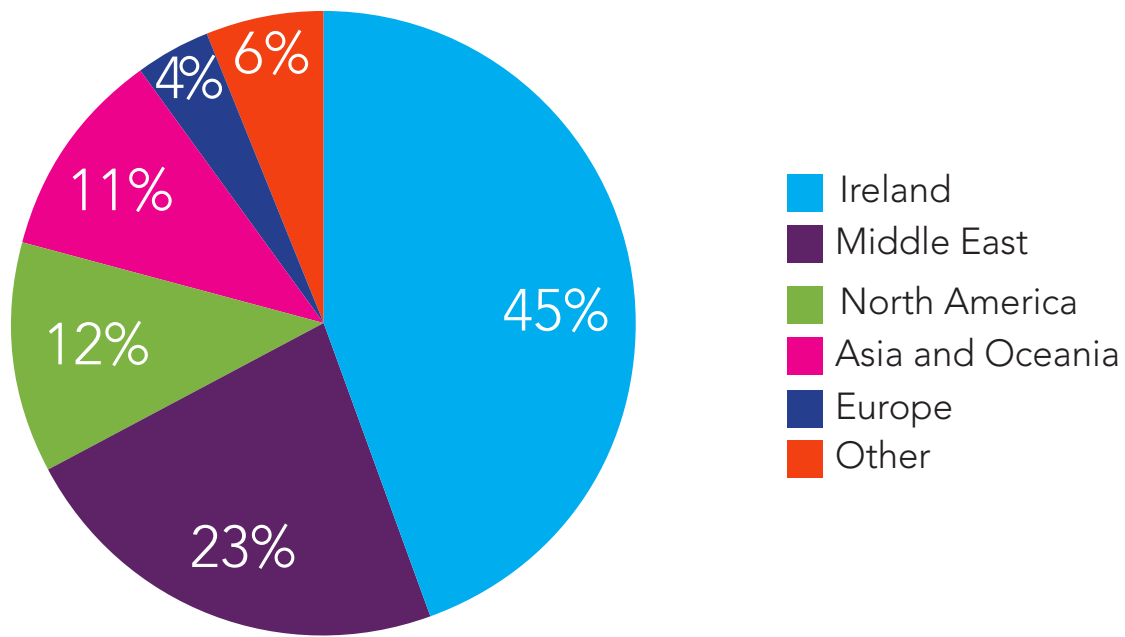
Student Total * • 3,781 registered students • 2,259 undergraduate students in Medicine, Pharmacy and Physiotherapy • 1,041 postgraduate students (MSc, MD, PhD)



2017/2018 RCSI Student Body by Gender and Mode (Undergraduate or Postgraduate)



2018 Student Nationality Profile



EDI Map of RCSI



CONTACT

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