



RCSI

UNIVERSITY
OF MEDICINE
AND HEALTH
SCIENCES

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ANNUAL REPORT 2019-2020

RCSI EQUALITY, DIVERSITY AND INCLUSION

RCSI, UNIVERSITY OF MEDICINE AND HEALTH SCIENCES

MAY 2019

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RCSI
FOUNDED
IN

RCSI

1784

330 CLUB SCHOLARSHIPS 

3,980
STUDENTS

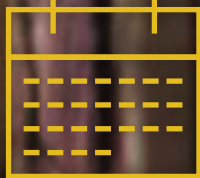


8 PORTRAITS UNVEILED -
WOMEN ON WALLS

2,331
undergraduate -
medicine,
physiotherapy
& pharmacy;
1,112
postgraduate



36 DEDICATED
EDI EVENTS



Including: International Women's Day;
Appreciating Culture Series; Pride
2019; Positive Ageing Week; World
AIDS Day; International Men's Day

1,144
STAFF

7
SCHOOLS



 97
EDI STAFF
NETWORK
MEMBERS

470+
 STAFF
TRAINED

FOREWORD



RCSI recognises the educational and organisational benefits of providing an environment where equality, diversity and inclusion (EDI) is embedded in all of our activities. EDI is the responsibility of the entire RCSI community and is at the core of what we do. We cannot lead the world to better health, without nurturing a sense of belonging for all of our staff and students.

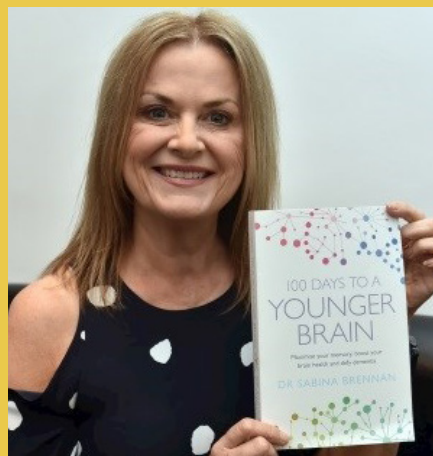
Our commitment to EDI is set out in the RCSI Strategic Plan 2018 - 2022 as a foundational pillar of everything we do. We are accountable under Irish law and regulation and have a duty of care to ensure that nobody is discriminated against on the basis of age, civil status, family status, disability, ethnicity, gender, gender identity or expression, religion, membership of the traveller community or sexual orientation.

RCSI's core values of respect, collegiality, scholarship and innovation are fundamental to our EDI activities and this has been a period where EDI has continued to flourish here at RCSI. I encourage you to explore the actions and activity set detailed in this report. I would like to draw your attention to a few highlights below:

- The Equality, Diversity and Inclusion (EDI) Committee was established and convened three times
- EDI Staff and Student consultation was completed, including the first standalone EDI Student Survey
- We introduced bespoke, classroom-based unconscious bias training to build upon our mandatory online unconscious bias training
- Our Women on Walls portraits for the Board Room were unveiled in March. These portraits recognise the pioneering achievements of eight extraordinary women and enhance the visibility of historical female leaders in healthcare
- RCSI was recognised as an age-friendly university by endorsing the 10 principles of the Age-Friendly University Initiative



Women on Walls Call to Artists launch in March 2018 (pictured L-R: Dr Avril Hutch, Head of EDI, RCSI; Mr Andrew Hetherington, CEO Business to Arts; Michelle D. Cullen PhD, Managing Director, Accenture Ireland; Prof John Hyland, President, RCSI; Mr Alastair Blair, Country Managing Director, Accenture Ireland).



Dr Sabina Brennan presents '100 Days to a Younger Brain' at RCSI Positive Ageing Week 2019.

- Three further 30% Club Institute of Leadership Women in Leadership scholarships were awarded
- Our LGBTI+ Pride, Ageing Friendly, Parents and Carers', and Men's Shed Staff Networks hosted a range of events and supports
- We held the Appreciating Culture series to raise awareness and examine the inequality of ethnic minorities in the education and healthcare sector in Ireland.
- We continued to build partnerships with Accenture, Advance HE, AHEAD, Age Action, AsIAm, Business to Arts, Department of Education, Department of Justice & Equality, Family Carers Ireland, Higher Education Authority, Irish Human Rights and Equality Commission, Transgender Equality Network Ireland (TENI), Men's Sheds Ireland Association, Women's Higher Education Network and the 30% Club

I would like to thank our colleagues across many departments whose contributions support the EDI Unit to drive this work and make EDI a reality at RCSI. 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 ensure we continue to build a culture of equality, diversity and inclusion in RCSI.

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

Professor Cathal Kelly
Registrar/ Chief Executive
RCSI

INTRODUCTION



Pride Network Volunteers at RCSI TENI Pride Breakfast 2019. The theme this year was 'Rainbow Revolution'.

The RCSI Equality, Diversity and Inclusion (EDI) Strategy 2018 – 2022 guides our work and 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 reviews the progress RCSI has made with regards to EDI from January 2019 to December 2019. It will assess the progress against our Strategic Plan and Annual Work Plans and highlight some key actions during this period.

EDI work is inherently progressive. As what was once heralded as good practice becomes the norm, we are challenged by new perspectives and understanding different experiences. And by necessity, whether that is down to legislative frameworks, consultation with staff and students, or simply because it is the right thing to do, we evolve.

Collaboration with our colleagues from across the University have been particularly rewarding. We simply could not realise our ambitions without our community of EDI champions. As we continue to build a culture of equality, diversity and inclusion in RCSI, we look forward to working with the RCSI community and beyond.

Dr Avril Hutch

Associate Director - Head of Equality, Diversity and Inclusion

PROGRESS AGAINST STRATEGIC OBJECTIVES

RCSI recognises the educational and organisational benefits of providing an environment where equality, diversity and inclusion (EDI) is embedded in all of our activities. EDI is the responsibility of the entire RCSI community and is at the core of what we do.

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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.

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.

We recognise that integrating equality, diversity and inclusion into our policies and decision-making structures at RCSI will help achieve better quality of life and opportunities for our staff and students. We acknowledge that this will allow us to build on our core values as an institution and continue to deliver a world-class learning experience to our students.

CONTEXT

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

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

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

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

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.

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

MEMBERSHIP OF THE TRAVELLER COMMUNITY - A recognised ethnic group.

RACE/ETHNICITY - A person's race, skin colour, national or ethnic origins.

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

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

SOCIOECONOMIC 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.



Prof Cathal Kelly Chief Executive/Registrar and Minister for Employment Affairs & Social Protection, Regina Doherty TD launched RCSI's annual report on equality, diversity and inclusion for the academic year 2017 – 2018.

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
- The Disability Act 2005 Part 5
- Code of Practice on Sexual Harassment and Harassment 2012
- Victimisation Under the Employment Equality Acts 1998-2015
- Section 42 of the Irish Human Rights and Equality Act 2014

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

EQUALITY DIVERSITY AND INCLUSION UNIT

The EDI Unit reports directly to the RCSI CEO, and is staffed as follows:

Dr Avril Hutch

Associate Director/ Head of Equality, Diversity & Inclusion

Ms Julia Morrow

Research & Policy Officer

Mr Justin Murphy

Events Coordinator

Ms Sarah Fink

Athena SWAN Project Officer

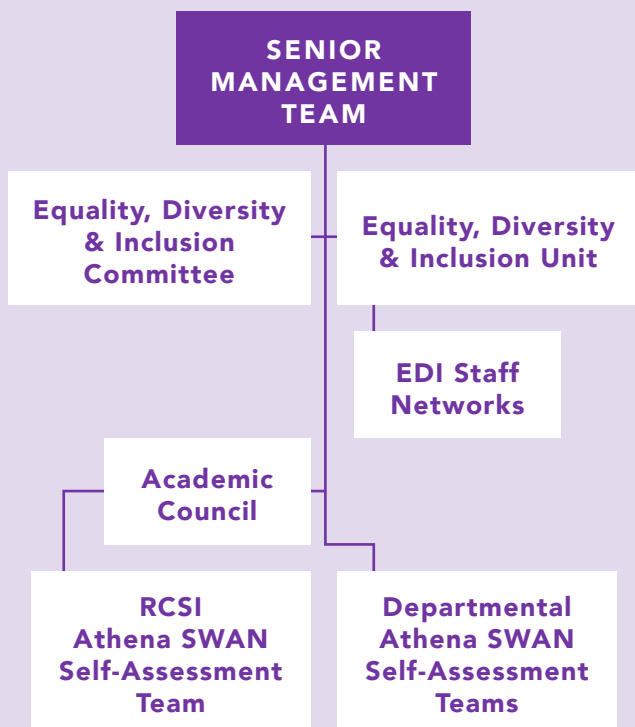
STRATEGIC OBJECTIVE 3 – ACCOUNTABILITY

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

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.

Prof Hannah McGee, Dean of the Faculty of Medicine and Health Sciences chairs the committee.

Members include Ms Siun Aherne, Prof David Croke, Prof Sally Ann Cryan, Ms Paula Curtin, Ms Sarah Fink, Ms Aoife Gilligan Quinn, Dr Leonie Heskin, Ms Paige Hinton, Mr Barry Holmes, Dr Avril Hutch, Dr Derek John, Dr Eburn Joseph, Ms Eliska Komarkova, Mr Jamie Logan, Mr Anthony Javed Machikan, Prof Sam McConkey, Ms Collette Power, Mr Justin Ralph and Ms Kathryn Smith.

Mr Justin Murphy coordinates the committee.

ATHENA SWAN

Athena SWAN Self-Assessment Teams (SATs) are responsible for leading a departmental application for Athena SWAN accreditation, demonstrating work to promote gender equality and to identify and address challenges through data analysis, staff and student consultation, and an action plan.

The Department of Anatomy and Regenerative Medicine, the School of Pharmacy and Biomolecular Sciences and the Department of Physiology and Medical Physics have active SATs. The Department of Anatomy and Regenerative Medicine submitted a Bronze Athena SWAN Award in November 2019.

The RCSI Institutional Athena SWAN SAT will be reconstituted as the University works towards a Bronze renewal in April 2022.

POLICIES

To ensure all policies are EDI proofed and staff consultation takes place on an annual basis, Julia Morrow, Research and Policy Officer for the EDI Unit joined a dedicated policy review group led by Human Resources. The purpose of the RCSI HR Policy Consultation Group (HRPCG) is to share proposed changes to HR policies, receive feedback on the policies in a structured way, and ensure RCSI policies remain relevant and are best practice.

This year the group reviewed the Equality, Diversity and Inclusion Policy, Dignity at Work Policy, Disciplinary Procedure, and Grievance Procedure.

The EDI Staff Survey tracks awareness and understanding of policies. For example, the 2019 survey found that 84% of staff are aware of the RCSI core meeting hours policy (that all core meetings should take place between 9am and 5pm), and 83% report these are adhered to in their department. Additionally, the survey found 95% of staff are aware of the email usage policy, which is that staff are not expected to reply to emails outside their core working hours.



RCSI Pride Breakfast June 2019.

STRATEGIC OBJECTIVE 4 – KNOWLEDGE

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

TRAINING AND DEVELOPMENT

Training staff and students helps empower them to actively promote the principles of EDI. In the 2019 EDI Staff Survey, 61% of staff report they have participated in an internal EDI training.

Access

In September 2019, Eoin O’Herlihy from O’Herlihy Access Consultancy presented best practice in universal design and accessibility. This included benchmarking progress to date and plans for a new access policy and updated action plan. This involved development of a new Access Working Group to evaluate the following:

- Policy Management/Commitment to Universal Design and Accessibility
- Disability Access Audits
- Staff Training and Diverse Workforce
- Employment/Human Resources & Reasonable Accommodation
- Consultation and Feedback
- Information & Publicity
- Procurement of Goods, Products and Services
- Buildings and Public Spaces - RCSI Campus, Buildings, Estates, Facilities & Health and Safety
- Teaching and Learning & Curriculum Development Student Services, Specialist Student Supports & Careers Education
- Student Services, Specialist Student Supports & Careers Education

AURORA

Aurora is Advance HE’s leadership development initiative for women and those who identify as a woman. It is run as a unique partnership bringing together leadership experts and higher education institutions to take positive action to address the under-representation of women in leadership positions in the sector. Ten women from RCSI participated in the Aurora 2019-2020 cohort.

BYSTANDER INTERVENTION TRAINING

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



Student Union supporting Pride 2019 with Welfare Bear’s allyship.

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.

The EDI unit contributed to the delivery of Bystander Intervention trainings in autumn 2019.

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. 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.

IRISH SIGN LANGUAGE

The Irish Deaf Village collaborated with the EDI Unit in offering training courses in Irish Sign Language (ISL) to staff in Spring 2019. Twelve staff members took part in the hour long, weekly training over a 12 week period. Due to popular demand, a further training course took place in the autumn of 2019.

NEURODIVERSITY

RCSI partnered with AslAm and is working towards becoming an autism friendly university. The aim of hosting AslAm's training initiatives is to dispel myths about autism, build awareness and reduce stigma. During 2019, 25 key staff members took part in neurodiversity training delivered by AslAm training specialists.

TRANS 101 TRAINING

Transgender Equality Network Ireland's (TENI) two-hour, classroom-based workshops include an explanation of the language we use to differentiate between sex, gender identity, gender expression and sexual orientation as well as what life is like for a Trans person living in Ireland. The aim of the training is to improve knowledge of the Trans community, demystify any misunderstandings and build empathy.

Trans 101 Training

Longstanding training collaborator Gordon Grehan, Operations Manager at TENI, delivered these workshops. TENI seeks to improve conditions and advance the rights and equality of Trans people and their families.

By the end of 2018, 226 staff completed Trans 101 training, with a further 127 staff completing the workshop by the end of 2019.

Student Trans 101 Training

This student focused Trans 101 training was brought together by the RCSI Student Pride Society, TENI and the EDI Unit with support from the RCSI SU and the Association of Medical Students in Ireland (AMSI).

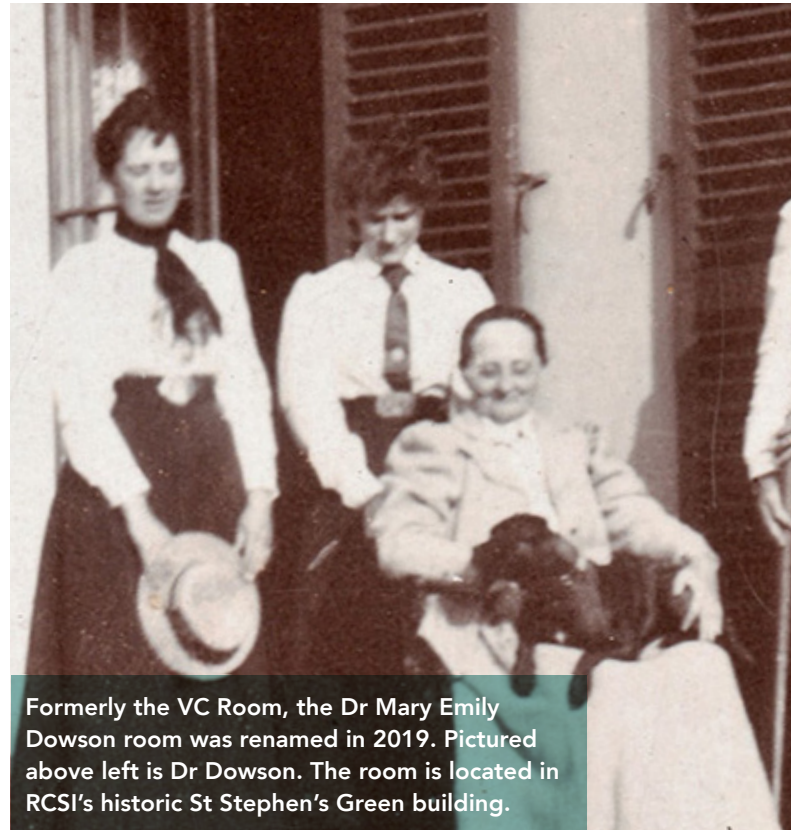
UNCONSCIOUS BIAS

Unconscious (or implicit) biases are learned stereotypes that are automatic, unintentional, deeply ingrained, universal, and able to influence behaviour. Unconscious bias training programmes are designed to expose people to their unconscious biases, provide tools to adjust automatic patterns of thinking, enable us to recognise its impact, and ultimately, take steps to eliminate discriminatory behaviours.

Online Unconscious Bias Training

The online unconscious bias e-learning module is mandatory for all staff. This module is intended to provide staff with an introduction to the basics of unconscious bias, types of bias, and the different ways to approach or address bias.

In 2019, 79% of staff report completion of the online Unconscious Bias training.



Formerly the VC Room, the Dr Mary Emily Dowson room was renamed in 2019. Pictured above left is Dr Dowson. The room is located in RCSI's historic St Stephen's Green building.

Classroom-based Unconscious Bias Training

Running alongside the online training, a bespoke classroom-based workshop was delivered by chartered psychologist and owner of CMC Business Psychology Ltd, Clare Mulligan-Foster.

EVENTS

Appreciating Culture Lecture Series

The Appreciating Culture Lecture Series, *From the Inside Out* raised awareness and examined the inequality of ethnic minorities in the education and healthcare sector in Ireland.

Three lectures were held in 2019:

- *Education is Key to Breaking down the Walls of Discrimination* - Dr Eburn Joseph

Dr Joseph presented the inaugural lecture in this new series and examined how we need ensure everyone has the same experiences and opportunities in the workplace, education & life in Ireland, through education, understanding differences and the institutional keys steps to make a change for real inclusion.



Prof Hannah McGee Dean of the Faculty of Medicine and Health Sciences; Samantha Jane Power American academic, diplomat and the Administrator of the United States Agency for International Development, Mr Kenneth Mealy President RCSI, Prof Cathal Kelly Chief Executive/Registrar.

- ***Racial Equality and Discrimination: Evidence from the Irish Labour Market - Dr Frances McGinnity***

Dr McGinnity's lecture investigated how different ethnic and national groups have fared in the Irish labour market, based on three large, identical, nationally representative surveys to examine outcomes during the Celtic Tiger, through the recession, until 2014.

- ***An Illusion of Equality and Inclusion: Professional Integration Experiences of Non-EU/EEA Born and Trained Doctors in Ireland - Dr. Olaniyi Kolawole***

Dr. Olaniyi Kolawole presented his research on labour market access and professional inclusion experiences of non-EU/EEA doctors in Ireland. These experiences were benchmarked against those of non-EU/EEA doctors in Canada using insights related to equality of participation, outcome, and recognition to measure progress towards inclusion.

Video Conferencing Room renamed to honour Dr Mary Emily Dowson

In line with an institutional commitment to profile pioneering women in healthcare and to enhance female representation across the campus, RCSI invited staff to nominate a female role model, past or present, whose achievements should be recognised by the College through the naming of a room. Dr Mary Emily Dowson, the first female licentiate of RCSI, was nominated by Mary Doherty, RCSI Archivist. The former 'VC Room' was renamed in recognition of Dr Dowson's extraordinary achievements as the first female medical graduate in Ireland and Britain. The Dr Mary Emily Dowson room is located in RCSI's historic St Stephen's Green building.

Emily Winifred Dickson Award

The Emily Winifred Dickson Award recognises women who have made an outstanding contribution to their field.

In November 2019, RCSI presented the award to Former US Ambassador to the UN Samantha Power.

It has also been presented to Professor Louise Richardson, who was the first female Vice Chancellor of the University of Oxford and Mary Robinson, President of the Mary Robinson Foundation for Climate Justice, former President of Ireland and former United Nations High Commissioner for Human Rights.

STRATEGIC OBJECTIVE 5 – COMMUNITY

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

STAFF INDUCTION

The monthly staff induction provided by HR 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.

EDI STAFF NETWORKS

The purpose and mission of EDI Staff Networks is to ensure and promote RCSI as a positive, inclusive, fulfilling work environment. They also serve as a forum to liaise and collaborate with the University on equality and diversity related issue, and provide a space for information sharing and peer support for staff.

The following EDI Staff Networks were active in 2019:

Age Friendly Network

The mission of the Age Friendly Network is to celebrate and recognise the age dimension at RCSI for staff members at all life stages. Its purpose is to engender a supportive, inclusive and diverse working environment without fear of age discrimination. Ms Leonie Heskin chairs this network and Kieran Ryan is SMT Champion.

In December 2019, RCSI became the second Age Friendly University (AFUN) in the country. The network's mission 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, which was key to being awarded AFUN status.

The 10 Age-Friendly University Principles

1. To encourage the participation of older adults in all the core activities of the university, including educational and research programs.
2. To promote personal and career development in the second half of life and to support those who wish to pursue second careers.
3. To recognize the range of educational needs of older adults (from those who were early school-leavers through to those who wish to pursue Master's or PhD qualifications).
4. To promote intergenerational learning to facilitate the reciprocal sharing of expertise between learners of all ages.
5. To widen access to online educational opportunities for older adults to ensure a diversity of routes to participation.
6. To ensure that the university's research agenda is informed by the needs of an ageing society and to promote public discourse on how higher education can better respond to the varied interests and needs of older adults.

7. To increase the understanding of students of the longevity dividend and the increasing complexity and richness that aging brings to our society.
8. To enhance access for older adults to the university's range of health and wellness programs and its arts and cultural activities.
9. To engage actively with the university's own retired community.
10. To ensure regular dialogue with organizations representing the interests of the aging population.

Positive Ageing Week (PAW)

The network hosted Positive Ageing Week (PAW) in October 2019. The week consisted of a comprehensive programme of activities. Some of those included:

- Family Carers Ireland 1:1 Advice Sessions
- Menopause in the Workplace by Menopause Hub
- 100 Days to a Younger Brain by Dr Sabina Brennan
- Hodges Figgis pop-up book shop

The Unit and Network also supports an initiative to foster and actively maintain relationships with its Active Retiree's Group, meeting 6 times per year.

LGBTI+ Pride Network

The network aims to encourage a positive, inclusive and fulfilling work environment, where every individual can bring their whole self to work, regardless of their gender identity, gender expression or sexual orientation, without fear of discrimination.

Dublin Pride

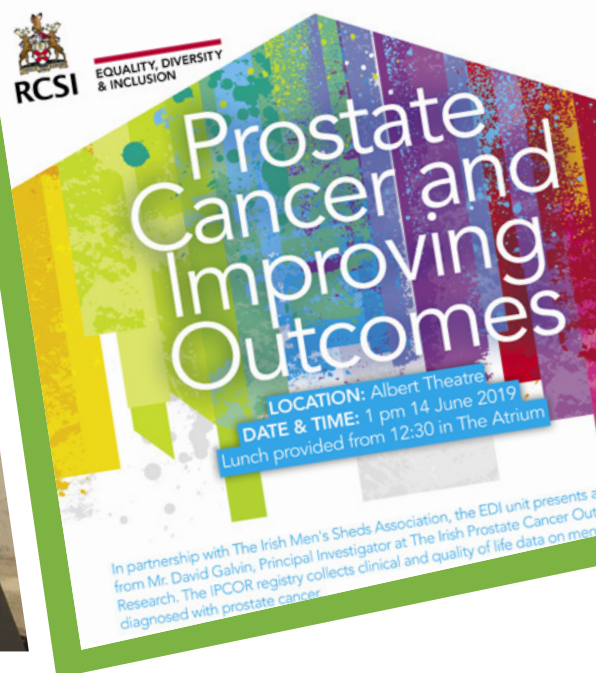
As part of Pride Week 2019, we collaborated with (TENI) on our Pride Breakfast – Rainbow Revolution in the Boardroom and College Hall.

Chrysalis

To complement this year's collaboration, we hosted Eva O'Donovan's transfeminine portrait collection, Chrysalis, in College Hall over five days. Andrew Hetherington, CEO of Business to Arts, chaired a panel discussion with the artist and four of her subjects to mark the end of the exhibition, and the Pride celebrations at RCSI.

An Untold Story

On Sept 5th 2019, archivist, activist and author, Tonie Walsh took us on a memorable and poignant journey through the streets of Dublin with his unique storytelling style on his LGBT+ Dublin walking tour – An Untold Story.



STAFF NETWORK EVENTS: (top left) LGBTI+ Walking Tour of Dublin; (top right) HIV in Ireland – Communities Make the Difference panel discussion [Dr Erin Nugent HIV Ireland, Tonie Walsh Author/Activist, Robbie Lawlor Activist, Dr Elena Vaughan, Prof Sam McConkey]; (Bottom left) Positive Ageing Week 2019 Hodges Figgis Pop Up Book Shop; (bottom right) Men's Health Week 2019 Lecture and Q&A.

HIV in Ireland - Communities Make the Difference

To close 2019, the Network hosted HIV in Ireland - Communities Make the Difference, a panel discussion to mark World AIDS Day. Tonie Walsh, Robbie Lawlor, Dr. Elena Vaughan, Dr. Erin Nugent, and chair Prof Sam McConkey engaged, enlightened and entertained us on their respective areas of expertise.

RCSI Men's Shed

The RCSI Men's Shed aims to provide a positive, holistic approach to men's health that targets aspects of physical, mental, social and spiritual wellbeing.

Men's Health Week

As part of Men's Health Week in June 2019, we hosted a talk entitled Prostate Cancer and Improving Outcomes by Mr. David Galvin from Irish Prostate Cancer Outcomes Research (IPCOR).

International Men's Day

To mark Movember/International Men's Day, we hosted the Rediscovery Centre's Upcycled Christmas Bike Decorations Workshop.

Parents and Carers' Network

The purpose of the network is to provide a way for staff to meet others with similar responsibilities, to share experiences and to feel part of a supportive peer community at work, and nuanced issues faced by those with children or caring responsibilities across the University. Jennifer Cullinane, Director of Finance, is the SMT Champion for this Network.

New Father's Workshop

The New Father's Workshop held in September allowed expectant and new fathers to explore the challenges of being a working father and provided practical information on policies and support available.

Expectant Parent's Pop Up Shop with Mothercare

A resourceful event facilitated by the EDI Unit and industry experts, the Expectant Parent's Pop Up Shop with Mothercare event provided practical tips and advice to any new parent's needs.

Aurora Women's Network

The Network underwent a review in late 2019 and a re-launch is planned in the first quarter of 2020.

WOMEN ON WALLS

A photograph showing a woman with red hair and a man on a metal scaffold. They are both wearing blue gloves and dark blue t-shirts. The woman is reaching up to work on a white wall, while the man is looking on. The background shows a building with a window and some architectural details.

Women on Walls at RCSI in partnership with Accenture 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 March 2018, RCSI in partnership with Accenture announced an Open Call to Artists to commission a series of new portraits for the Board Room located in RCSI's historic building on St. Stephen's Green.

These portraits recognise the pioneering achievements of eight extraordinary women and enhance the visibility of historical female leaders in healthcare. The portraits feature eight female RCSI pioneers: Dr Victoria Coffey; Dean Mary Frances Crowley, Dr Emily Winifred Dickson, Dr Margaret (Pearl) Dunlevy, Dr Mary Josephine Hannan, Sr Dr Maura Lynch, Dr Barbara Maive Stokes and Dr Mary Somerville Parker Strangman.

More than fifty-five submissions were accepted, and carefully considered by a selection committee in order to identify the eight successful proposals by six artists. The artists selected were: Catherine Creaney; Enda Griffin; Molly Judd; William Nathans; Mick O'Dea and Benita Stoney. The artists worked with RCSI Heritage Collections team and the EDI team to research their subjects and complete the portraits.

THE WOMEN



Five of six Women on Walls artists (L-R): Benita Stoney, Mick O'Dea, Molly Judd, Catherine Creaney and Enda Griffin (not pictured William Nathans).

The Launch

More than 200 family, friends and honoured guests attended the official unveiling of the #WomenonWalls portraits at RCSI in March 2019. This grand and historic portrait unveiling was the culmination of this landmark project. Women on Walls at RCSI in partnership with Accenture recognises the pioneering achievements of a group of eight extraordinary women and aims to enhance the visibility of historical female leaders in healthcare to inspire future generations.

The audience was entertained with a powerful spoken word piece entitled 'This is Why We Commemorate' by Super Paua Theatre Company. Following the performance, leadership from the partner organisations, Dr Avril Hutch, Associate Director – Equality, Diversity and Inclusion, RCSI, Dr Michelle D. Cullen, Managing Director and Head of Inclusion & Diversity, Accenture Ireland and Mr Andrew Hetherington, Chief Executive, Business to Arts each spoke to the incredible impact these women had and the importance of gender equality and nurturing inclusion for all.

The event also included a special screening of the Women on Walls campaign video, which was followed by an 'in-conversation' style interview by Ms Róisín Ingle of the Irish Times with the commissioned artists.

Finally, Minister of State for Higher Education Mary Mitchell O'Connor TD delivered a address on the importance of gender equality in higher education in Ireland and praised the collaboration of the partner organisations in delivering this monumental portrait commission.

Following the ribbon cutting by Minister Mary Mitchell O'Connor TD and Mr Kenneth Mealy, President of RCSI, guests were welcomed in to the historic Board Room to view the paintings. Nearly half of the attendees were family members of the eight women, some travelling from as far away as New Zealand to attend the event. For many, it marked a family reunion of sorts and there was an especially convivial and celebratory atmosphere as long lost cousins reunited to admire the portraits and swap stories about the women.

RCSI and Accenture were nominated for Women on Walls under Best Large Sponsorship – over €50,000 at the 2019 Allianz Business to Arts Awards.



Dr Victoria Coffey (1911 – 1999)

Dr. Victory Coffey was one of the first female paediatricians in Ireland. After graduation from RCSI, Coffey worked at the Meath and Coombe Hospitals before being appointed in 1943 as medical officer in charge of children at St Kevin's Hospital. During this period, she developed her interest in the neglected field of congenital birth defects and began a distinguished publishing career.

Appointed lecturer in teratology at Trinity College, Coffey went on to conduct pioneering research on a range of subjects including metabolic disorders in the newborn and Sudden Infant Death Syndrome (SIDS). In 1979 she was elected a Fellow of the Royal College of Physicians of Ireland and was also a founding member of their Faculty of Paediatrics. She was the first female recipient of RCSI's Distinguished Graduate Medal, first woman President of both the Irish Paediatric Association and the RCSI Postgraduates' Association, and President and founding member of the Irish and American Paediatric Society.



**Dean Mary Frances Crowley
(1906 – 1990)**

Born in Wexford, Dean Mary Frances Crowley undertook her professional training in Britain, earning her Registered Nurse Certificate in 1935. She returned to Ireland in 1941 to take up a senior position in Sir Patrick Dun's Hospital. In 1944, she was appointed Assistant Matron of the Royal Victoria Eye and Ear Hospital. Immediately after the war, Crowley travelled to northern France as Matron of the Irish Red Cross Hospital at Saint-Lô (the hospital's storekeeper, interpreter and driver was Samuel Beckett, the future Nobel Laureate). For their work at Saint-Lô, Crowley and her staff were awarded the *Medaille de la Reconnaissance Française*. Crowley founded the Nursing Training School at the Eye and Ear and became Director of Nursing Studies. In 1974, her ambition of many years was realised with the establishment of a Faculty of Nursing at RCSI, the first of its kind in Ireland or Britain and a rarity worldwide.



**Dr Emily Winifred Dickson
(1866 – 1944)**

The first female Fellow of RCSI. Born in Dungannon, Co. Tyrone, Dr Emily Winifred Dickson began her studies at RCSI in 1887, two years after the College first admitted female students. Dickson enjoyed a distinguished academic career, winning a number of student medals and receiving her licence in 1891. She earned her MB (Bachelor of Medicine, first class honours, with an exhibition prize) in 1893, the year she was also elected a Fellow of the College, a first for a woman in any college of surgeons in Ireland or Britain. She studied on a scholarship in Vienna and Berlin, and in 1894 on the opening of the Extern Department for Diseases of Women at the Richmond Hospital, Dublin, was appointed as its first gynaecologist; she also served as supernumerary assistant at the Coombe. In 1896 Dickson was appointed examiner at the RCSI; another first for women in Ireland or Britain. In later life, she worked in Britain as a medical health officer and general practitioner.



**Dr Margaret (Pearl) Dunlevy
(1909 – 2002)**

Dr Margaret (Pearl) Dunlevy was an epidemiologist whose championing of immunisation served to eradicate tuberculosis in Ireland. Born in Donegal, Dunlevy received her licence from RCSI in 1932, coming first in her class. After several years training in Britain, including a period as a TB physician in Cardiff, Dunlevy earned a diploma in public health from UCD, again coming first in her class. She continued her research into TB as assistant medical officer in Dublin, at Crooksling Sanatorium and at St Ultan's Hospital for Infants, where she was member of the BCG committee (Bacillus Calmette–Guérin: a vaccine primarily used against tuberculosis). The success of a Dunlevy's BCG pilot programme in Dublin led to its nationwide expansion, with further success. In later years, Dunlevy published extensively and was a columnist for the *Irish Medical Times*. She was President of the RCSI Biological Society, President of the Irish Society for Medical Officers of Health and a Member and Fellow of the Royal College of Physicians of Ireland.



**Sr Dr Maura Lynch
(1938 – 2017)**

Sr Dr Maura Lynch was a surgeon who revolutionised obstetric fistula care in Uganda. Born in Youghal, Co Cork in 1938, Lynch joined the Medical Missionaries of Mary aged seventeen before studying medicine at UCD. She earned a diploma in obstetrics and gynaecology at the Royal College of Obstetricians and Gynaecologists, and then studied tropical medicine and Portuguese in Lisbon so that her order could send her to Angola. After nearly twenty years of clinical work in Angola, Lynch saw that the need for a specialist surgeon in the country was not being met. Therefore, at the age of forty-seven, she undertook further study in Ireland and obtained the Fellowship of the Royal College of Surgeons in Ireland in 1985. After another two years in Angola Lynch was reassigned to Uganda, where she would remain for the next thirty years. Lynch is credited with more than 1,000 vesicovaginal fistula repairs, all the while raising funds for, and awareness of, what is generally considered a disease of poverty.



**Dr. Barbara Maive Stokes
(1922 – 2009)**

Dr. Barbara Maive Stokes was a paediatrician and pioneering disability campaigner. Born in London, Stokes studied medicine at Trinity College, Dublin, after which she trained as house physician at the Meath Hospital. She earned a certificate in public health from UCD in 1947 and hoped to become an epidemiologist, but the marriage ban prevented this as positions in that field were all within the public service. Turning to paediatrics, Stokes was appointed assistant physician at St Ultan's Hospital; she also worked at the Royal City of Dublin Hospital, and in the 1950s was senior demonstrator in pharmacy and physiology at RCSI. Stokes first involvement with the association that would become St Michael's House, a community-based service for people with an intellectual disability, was as a part-time volunteer; later she managed the entire organisation. A tireless advocate, Stokes served on many boards, notably the National Rehabilitation Board and Inclusion Ireland.



**Dr Mary Somerville Parker Strangman
(1872 – 1943)**

A doctor, suffragist and elected councillor. Born in Waterford, Strangman and her sister Lucia enrolled at RCSI in 1891, receiving their licences in 1896. After training and lecturing in Britain, Mary Strangman became the second woman to earn the fellowship of RCSI in 1902. Establishing a practice in Waterford, Strangman also volunteered at various local women's charities and published a number of research articles on alcoholism and morphine addiction. She was an active suffragist and served on the executive committee of the Irishwomen's Suffrage Federation (1911 – 1917). As co-founder of the local branch of the Woman's National Health Association, Strangman worked to combat tuberculosis, the country's principal killer disease. Seeing the authorities' poor investment in sanitation, Strangman stood for election on a public health platform and was elected Waterford's first female councillor in 1912. Retiring from office in 1920, Strangman continued in general practice and as physician at Waterford County and City Infirmary.

THE WOMEN



Dr Mary Josephine Hannan (1859 - 1936) was the first woman both to train and to qualify at RCSI. Born in Dublin, she enrolled in 1886 (a year after women were first admitted) and received her licence in 1890. A short time later she travelled to India to work in several of Lady Dufferin's hospitals dedicated to female healthcare. In 1896, she established herself as Cardiff's first practising female doctor. Subsequently, Hannan relocated to South Africa where she became a member of the General Committee of the South African Medical Congress. For many years she worked as a medical officer to native women and lectured in midwifery at the Victoria Maternity Hospital, Johannesburg. A champion of women's rights, Hannan was a member of the Women's Enfranchisement League; on occasion she refused to pay taxes which applied to unmarried women but not unmarried men. She also founded the Girl Guide movement in Pretoria.



2nd years from REACH RCSI link school Presentation Secondary School, Warrenmount, Dublin 8 school who attended a private viewing of the Women on Walls portraits assisted by Maria Kelly, RCSI REACH Office.

Public Engagement Events

Throughout the year, RCSI offered a number of guided and self-guided tours of the portraits. To date, the EDI Unit with Conferences and Events, and the Library have facilitated 22 tours of Women on Walls reaching almost 1,400 visitors.

- To celebrate National Heritage Week, tours of RCSI highlighted the Women on Walls collection. Over three days, more than 240 members of the public visited the College.
- For the first time during National Heritage Week, the Equality Diversity and Inclusion Unit also hosted sensory-friendly tours, for adults and youth, of Women on Walls.
- More than 1,000 members of the public visited Women on Walls at RCSI on Culture Night on Friday, 20 September 2019.

Podcast Series

Women on Walls at RCSI in partnership with Accenture is a podcast series celebrating the lives of eight Irish women who forged careers in healthcare during a time in Ireland when women were expected to stay at home.

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:



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. 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 was launched and hang in RCSI's historic Board Room at 123 St Stephen's Green.



ADVANCE HE

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 organisational values and mechanisms to create an environment that champions gender equality.



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. RCSI and Age Action will continue to work together to bring greater awareness to positive aspects of ageing during all life stages.



AGE FRIENDLY UNIVERSITIES GLOBAL NETWORK (AFU)

The Age-Friendly University (AFU) network consists of institutions of higher education around the globe who have endorsed the 10 AFU principles and committed themselves to becoming more age-friendly in their programs and policies. The Academy for Gerontology in Higher Education (AGHE) endorses the AFU principles and invites its members and affiliates to call upon their institutions become part of this pioneering initiative.

Joining the AFU AGHE network of global partners offers institutions the opportunity to learn about emerging age-friendly efforts and to contribute to an educational movement of social, personal, and economic benefit to students of all ages and institutions of higher education alike.

The AFU principles reflect the work of an international, interdisciplinary team

convened by Professor Brian MacCraith, President, Dublin City University (DCU) to identify the distinctive contributions institutions of higher education can make in responding to the interests and needs of an aging population. Launched by the Irish Prime Minister, (An Taoiseach) Enda Kenny in 2012 the 10 AFU principles have been adopted by institutions in Ireland, the U.K., the U.S., Canada, and beyond.



ASIAM

AsIAM is a not-for-profit, charitable organisation that provides a one-stop-shop for the Autism community in Ireland. AsIAM 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 AsIAM 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.



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



(top left) Minister Mary Mitchell O'Connor with recipients of Athena SWAN awards at the Athena SWAN Ireland Awards Ceremony in College Hall 2019. (Top right) Rediscovery Centre Workshop for International Men's Day 2019, (middle left) Lecture No 1 of 3 lunchtime lectures from the Appreciating Culture Series, (middle right) Chrysalis Transfeminine Portrait Exhibition Brochure, (bottom left) Staff receiving their Irish Sign Language certificates after 12 weeks of ISL Training.



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.



ATHENA SWAN

In a major national initiative supported by the Higher Education Authority, the Athena SWAN Charter was launched in Ireland in early 2015. Figures published by the Higher Education Authority highlight gender inequality as an issue for the sector. Across Irish universities, only 26% of professors are women.

Advance HE's Athena SWAN Charter was established in 2005 to encourage and recognise commitment to advancing the careers of women in science, technology, engineering, maths and medicine (STEMM) employment in higher education and research. The charter has since expanded to recognise work undertaken in arts, humanities, social sciences, business and law (AHSSBL), and in professional and support roles, and for trans staff and students. The charter now recognises work undertaken to address gender equality more broadly, and not just barriers to progression that affect women.

RCSI participates in the Athena SWAN National Committee with peer Higher Education Institutions (HEIs) from across Ireland. Dr Avril Hutch was elected Vice Chair in 2019, and will become Chair in 2020. Sarah Fink participates in the Athena SWAN Practitioners Network. Justin Murphy sits on the Athena SWAN National Committee, Communications Subgroup.



ATHENA SWAN AWARDS IRELAND

Twenty-one higher education institutions and departments in Ireland were awarded an Athena SWAN Bronze award for their commitment and action to improve gender equality in 2019. The Ceremony took place in RCSI's College Hall on October 24th with almost one hundred in attendance over the half-day event.

Speakers at the ceremony included Dr Eburn Joseph from RCSI and University College Dublin, presented on why it is so important to be conscious of race in Athena SWAN. She made the point that it should not only be for White women but focus on a range of EDI initiatives within Irish HE. Dr Derek Wann from Athena SWAN Gold department Chemistry at the University of York told the audience why it is important to have buy in from male advocates to achieve and retain the award. Dr Ioana Latu from Queen's University Belfast highlighted her research into the psychology of gender imbalance and what the implications are for Athena SWAN.

Minister of State at the Department of Education and Skills Mary Mitchell O'Connor TD presented the awards. The Minister has special responsibility for higher education in Ireland and has championed the advancement of gender equality through a Taskforce. She knew many of the institutions and individuals awarded and encouraged them all to aim for Silver.

AURORA

Aurora is Advance HE's leadership development initiative for women and those who identify as a woman. It is run as a unique partnership bringing together leadership experts and higher education institutions to take positive action to address the under-representation of women in leadership positions in the sector. Ten women from RCSI participated in the Aurora 2019-2020 cohort.



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.



FAMILY CARERS IRELAND

Family Carers Ireland is the national charity supporting the 355,000 family carers across the country who care for loved ones such as children or adults with physical or intellectual disabilities, frail older people, the terminally ill or those suffering from chronic illnesses or addiction.

Established in 2016 through the merger of the Carers Association and Caring for Carers, they provide a range of services and supports for family carers through our network of Support Centres nationwide and advocate on behalf of family carers at local, regional and national level.

The key objective of Family Carers Ireland is to benefit the community by supporting and promoting the health, wellbeing and quality of life of family carers and those for whom they care. RCSI has partnered with Family Carers Ireland to provide advice sessions to staff.



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 information 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. Dr Avril Hutch is a member of the HEA VP/ Director of EDI Network.



IBEC EQUALITY NETWORK

RCSI is 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.



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.

IRISH UNIVERSITY ASSOCIATION EQUALITY NETWORK

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.



MEN'S SHED 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 member sheds throughout Ireland; listening and responding to their members' concerns is a cornerstone of their ethos. RCSI's Men's Shed provides 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.



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. TENI delivers Trans 101 Trainings in RCSI.



WHEN | WOMEN'S HIGHER EDUCATION NETWORK

WOMEN'S HIGHER EDUCATION NETWORK

WHEN hosts a network for all women, from all backgrounds, who work in any role in the higher education sector. Their vision is for all of us to experience gender parity in higher education. Their values are: Inclusion - Providing an open and welcoming space for all women; Respect - Understanding and valuing our differences; Collaboration - Learning from, working with and supporting one another; and Action - Using initiative and encouraging others to do the same. RCSI and WHEN will partner on the Women's Staff Network re-launch in 2020.



30% Club

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.



Claire McCarthy



Emmeline Nugent



Helen Mohan

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 2019. These scholarships will continue to be awarded annually.

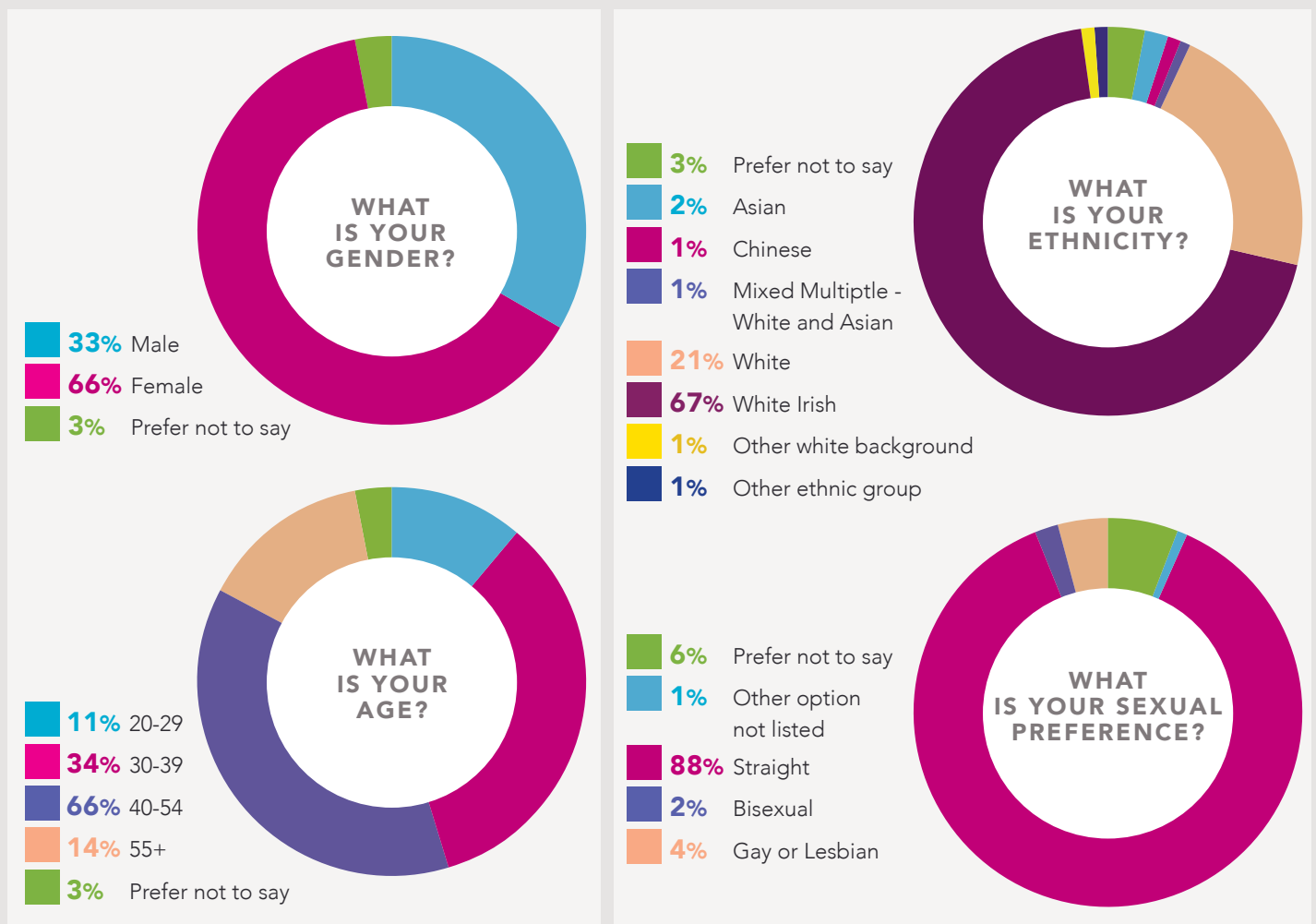
WHO WE ARE

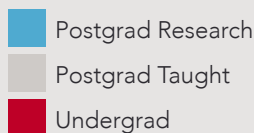
STAFF PROFILE

In the 2019 EDI Staff Survey, staff were asked to complete questions related to their gender, age, ethnicity and sexual orientation. The EDI Staff survey took place in November and December 2019 and achieved a 58% response rate.

We developed staff ethnicity categories in consultation with staff, the Race Equality Charter operated by Advance HE, based on feedback we received from previous student surveys, and by using Irish Census categories used by the Central Statistics Office. Based on additional feedback from staff, these categories will be updated again in the next iteration of the staff survey.

Survey respondents were able to select all ethnicity options that applied to them.





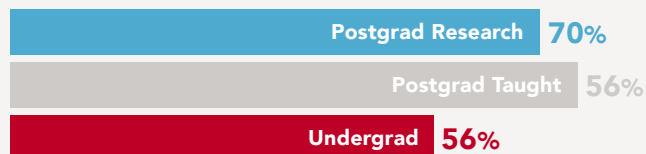
STUDENT PROFILE

The first standalone Equality, Diversity and Inclusion survey for students at RCSI was conducted in April 2019. All responses were disaggregated by undergraduate (11% response rate), postgraduate taught (4% response rate), and postgraduate research (25% response rate) students.

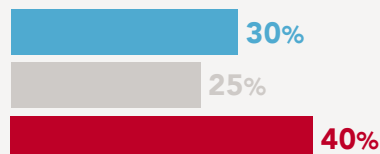
WHAT IS YOUR GENDER?

Students were asked to provide information on their gender. A higher proportion of women completed the survey than men, though this broadly reflects the representation of students enrolled at RCSI.

FEMALE



MALE



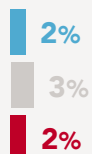
PREFER NOT TO SAY



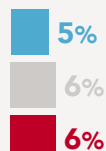
WHAT IS YOUR SEXUAL PREFERENCE?

Students were asked to provide information on their gender. A higher proportion of women completed the survey than men, though this broadly reflects the representation of students enrolled at RCSI.

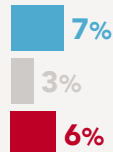
ANOTHER OPTIONS NOT LISTED



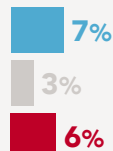
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BISEXUAL

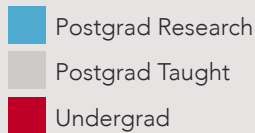


GAY OR LESBIAN



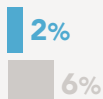
STRAIGHT



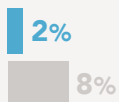


WHAT OF THE FOLLOWING AGE CATEGORIES DO YOU FALL INTO?

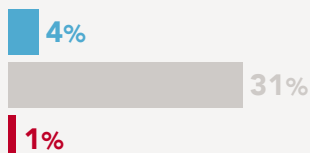
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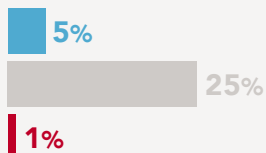
55 AND OVER



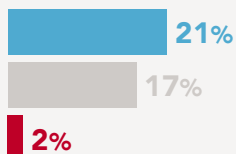
40 - 54



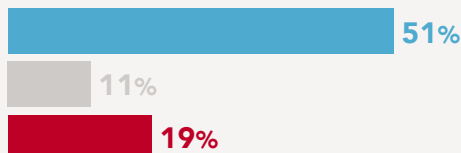
35 - 39



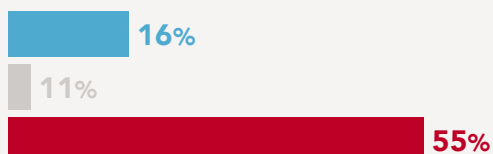
30 - 34



25 - 29



20 - 24



UNDER 20



WHAT IS YOUR RELIGION?

Students were asked to provide their religion, including if they are non-religious. The categories provided are based on the most practised religions worldwide.

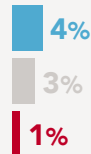
SIKHISM



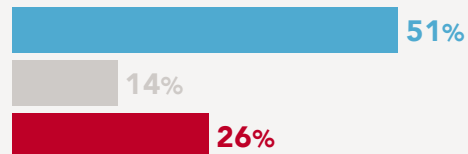
JUDASIM



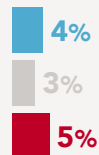
ANOTHER OPTION NOT STATED



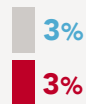
NON RELIGIOUS



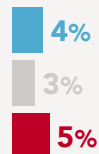
PREFER NOT TO SAY



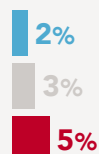
BUDDISM



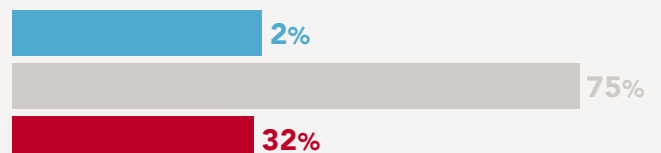
HINDUSIM



ISLAM



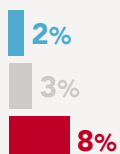
CHRISTIANITY



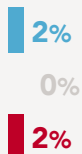
HOW WOULD YOU DESCRIBE YOUR SOCIAL CLASS BACKGROUND?

Students were asked to describe their social class background, based on their own perception

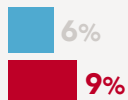
DON'T KNOW



ANOTHER OPTION



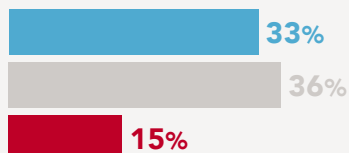
UPPER CLASS



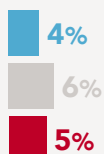
MIDDLE CLASS



WORKING CLASS



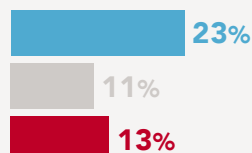
PREFER NOT TO SAY



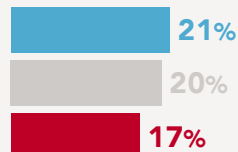
TO WHAT EXTENT ARE YOU EXPERIENCING FINANCIAL DIFFICULTIES WHILE A STUDENT?

To gain a better understanding of students' financial situation separate from their socioeconomic background, we also asked if they ever faced financial difficulties while at RCSI. Postgraduate research students were more likely to report financial difficulties. The majority of students experience financial difficulties at some point.

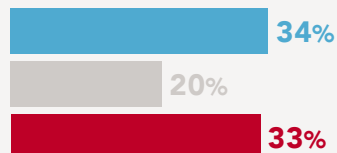
ALWAYS / EVERY MONTH



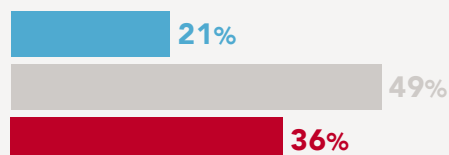
OFTEN / AT LEAST ONCE EVERY 3 MONTHS

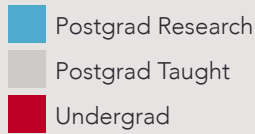


OCCASIONALLY / AT LEAST ONCE EVERY 6 MONTHS



NOT AT ALL





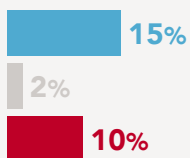
LONG-LASTING DIFFICULTIES OR CONDITIONS

Students were also asked to report any disabilities or long-lasting difficulties or conditions.

NONE OF THE ABOVE



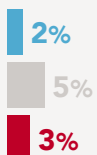
MENTAL HEALTH CONDITION



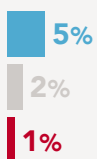
NEUROLOGICAL CONDITION



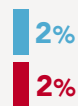
SIGNIFICANT ONGOING ILLNESS



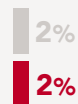
SPECIFIC LEARNING DIFFICULTY



PHYSICAL DISABILITY



ANOTHER DISABILITY NOT LISTED



ADD / ADHD



AUTISM SPECTRUM



BLIND / SVI



INTELLECTUAL DISABILITY

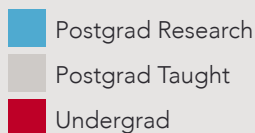


We asked students if any of these conditions made certain activities difficult.

Among undergraduates reporting a long-lasting difficulty or condition, 24% responded that it made attending classes, lectures or placements difficult; 22% reported that it made participating in other activities, for example leisure or using transport difficult; 9% reported difficulties going outside the home alone to shop or visit campus; and 2% reported difficulties in the home like getting dressed or bathing.

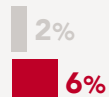
Among postgraduate taught students, 20% noted that it makes attending classes, lectures or placements difficult. Forty percent reported that they had difficulty in other activities, such as leisure or using transport.

Among postgraduate research students, 8% reported that they have difficulty in other activities, such as leisure or using transport.

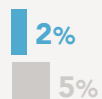


WHICH OF THE FOLLOWING ETHNIC BACKGROUNDS DO YOU IDENTIFY WITH?

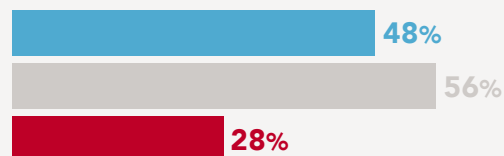
PREFER NOT TO SAY



WHITE ROMA



WHITE IRISH



WHITE IRISH TRAVELLER



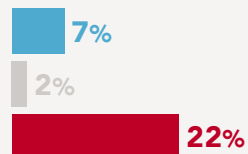
HISPANIC OR LATINO



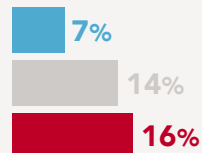
HISPANIC OR LATINO IRISH



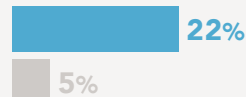
ARAB



ASIAN



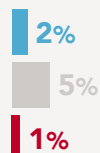
ANOTHER WHITE BACKGROUND



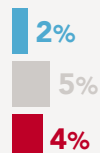
ARAB IRISH



ASIAN IRISH



BLACK AFRICAN



BLACK CARRIBEAN



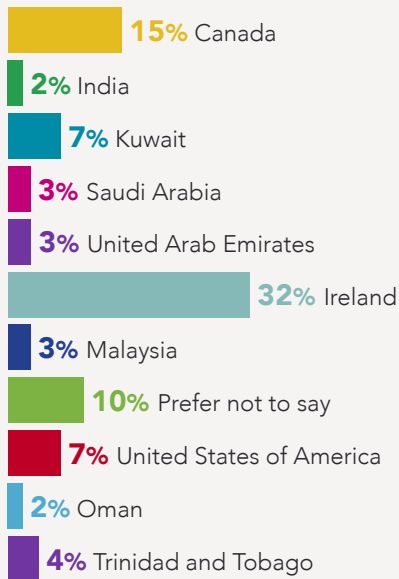
BLACK IRISH



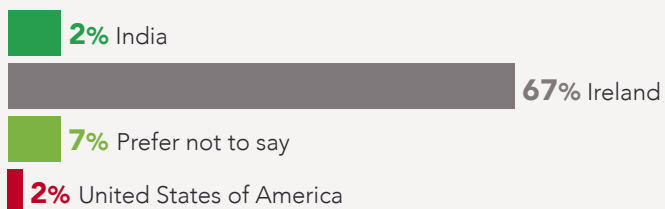
ANOTHER BLACK BACKGROUND



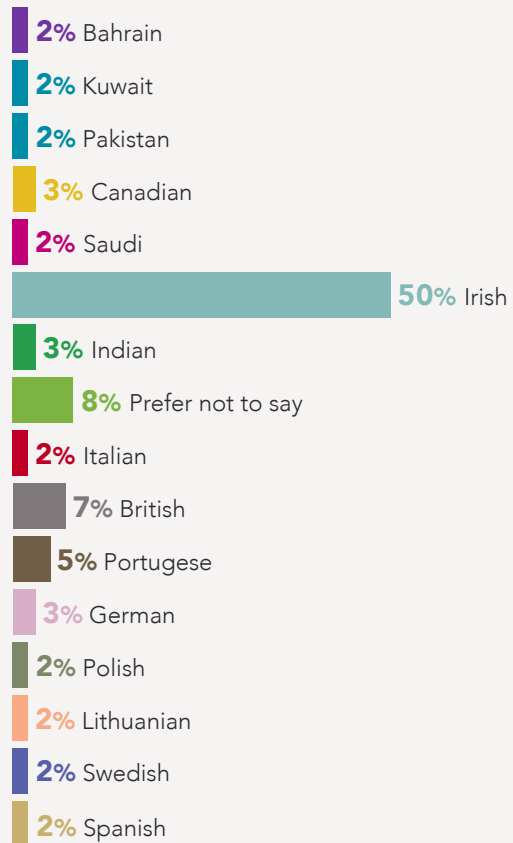
UNDERGRADUATES STUDENTS: WHAT IS YOUR NATIONALITY?

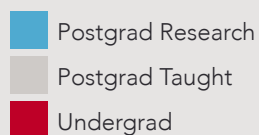


POSTGRADUATES TAUGHT STUDENTS: WHAT IS YOUR NATIONALITY?



POSTGRADUATES RESEARCH STUDENTS: WHAT IS YOUR NATIONALITY?





IN WHICH GEOGRAPHIC REGION HAVE YOU BEEN LIVING FOR MOST OF YOUR TIME BEFORE COMING TO RCSI

OTHER OPTION IN NORTH AMERICA NOLISTED



OTHER OPTION NOT STATED



UNITED KINGDOM



OTHER EUROPE



USA



SOUTH AMERICA



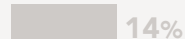
MIDDLE EAST



AFRICA



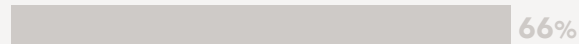
ASIA



PREFER NOT TO SAY

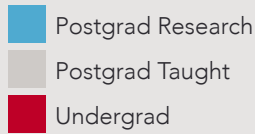


IRELAND



CANADA





HOW WELL DO YOU SPEAK ENGLISH

We also asked students about their experiences around language.

Sixty-eight percent of undergraduate students, 44% of postgraduate taught students, and 54% of postgraduate research students report that they fluently speak a language other than English.

We also asked students to describe how well they think they speak English.

NOT WELL

0%

0%

0%

WELL

7%

3%

7%

NATIVE SPEAKER

68%

69%

65%

VERY WELL

25%

28%

27%

We also asked students to write in any languages other than English that they speak fluently. These included 36 different languages:

- Arabic
- Bengali
- Burmese
- Cantonese
- Esperanto
- Farsi
- French
- German
- Gujarati
- Hindi
- Hokkien
- Igbo
- Indonesian
- Irish
- Italian
- Japanese
- Lithuanian
- Malayalam
- Norwegian
- Polish
- Portuguese
- Punjabi
- Romanian
- Rumantsch
- Russian
- Swahili
- Shona
- Sinhala
- Spanish
- Swedish
- Tagalog
- Tami
- Telugu
- Turkish
- Urdu
- Yoruba





RCSI

UNIVERSITY
OF MEDICINE
AND HEALTH
SCIENCES

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