



**RCSI**

UNIVERSITY  
OF MEDICINE  
AND HEALTH  
SCIENCES

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ANNUAL REPORT 2020-2021

# RCSI EQUALITY, DIVERSITY AND INCLUSION

RCSI, UNIVERSITY OF MEDICINE AND HEALTH SCIENCES

JANUARY 2020 – JUNE 2021



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EDI & SU Art Project 2021

RCSI  
FOUNDED  
IN



RCSI  
1784

4093  
STUDENTS

1160  
STAFF

3 DEPARTMENTAL/  
SCHOOL ATHENA  
SWAN AWARDS

(Anatomy & Regenerative  
Medicine; Pharmacy &  
Biomolecular Sciences;  
Physiology & Medical  
Physics)

3 NEW EDI  
STAFF AND  
STUDENT  
FORUMS

(Access of All;  
Ending Sexual Violence,  
Supporting Survivors  
(ESP), Promoting  
Consent; Race Equality)



9 PORTRAITS OF RCSI FEMALE  
ACADEMIC LEADERS UNVEILED

2 EDI ACTION PLANS  
DEVELOPED

1 ONLINE EDI IN  
HE LEARNING  
TOOL LAUNCHED



12 EDI TRAININGS COMPLETED  
FOR 600+ STAFF & STUDENTS

90% OF FIRST YEAR STUDENTS  
COMPLETED ONLINE  
CONSENT TRAINING

€110,000

in grant income awarded (Athena SWAN; HEA Gender  
Equality Enhancement Fund; HEA National Student  
Mental Health and Suicide Prevention Framework Fund)

2 PROGRESS  
WOMEN  
IN SURGERY  
FELLOWSHIPS  
AWARDED

1017  
FOLLOWERS  
& 156,000  
IMPRESSIONS  
ON TWITTER



4 30% CLUB  
WOMEN IN  
LEADERSHIP  
SCHOLARSHIPS  
AWARDED

2 STUDENT  
ENGAGEMENT &  
PARTNERSHIP (STEP)  
PROJECTS AWARDED



FOREWORD



Yap Sook Woon



Christine Wan



Mobeena Naz

I am delighted to share our Equality, Diversity and Inclusion Annual Report for 2020-2021.

At the start of 2020, we never could have envisaged the story that unfolded that year and carried forward into 2021. The world as we knew it stood still, while our healthcare services rose to face one of the most significant challenges of our times. As a health sciences institution, our staff, students and alumni were often on the front line of the national and international effort to sustain our healthcare systems during this pandemic. We owe them an immense depth of gratitude for their personal effort and sacrifices. Despite these valiant efforts, this has been a year of great loss and we must never forget those taken too early and the loved ones grieving their absence.

Thanks to scientific expertise, and the determination and commitment of many, we are slowly moving towards recovery. We now have an opportunity to reflect upon where we are as a global society. The past fifteen months has made us reappraise our deeply held values and made more visible long-standing

inequities. It has caused us to reassess many things about the way we live. As we work towards recovery and create our new status quo, we must remember the lessons of this period and re-build a more just and equal society for all.

The pandemic has brought equality, diversity and inclusion front and centre in all our lives. We recognise that COVID-19 and its impact has disproportionately affected the elderly; women; parents and carers; those with differing abilities; those with mental health challenges; and black, brown and minority groups. We acknowledge that as a society, we need to do more to protect the most vulnerable in society.

Following the murder of George Floyd in May 2020 and a resurgence of the global movement against racism and racial inequality, institutions around the world, including RCSI, affirmed their commitment to addressing systemic racism and countering race-based discrimination. As a university and centre of education and learning, we recognise there is more we need to do to tackle racial injustice and we have made a genuine commitment to pursuing this work in a meaningful way.

We need to question long-held beliefs and question how we act, what we teach and what our students learn. The concept of psychological safety, which is well versed in medicine, has this year gained greater currency in the working world, including in higher education. We must create safe spaces where inappropriate behaviour and discrimination is called out and addressed. While we must do everything we can to eradicate bullying, discrimination, sexual harassment/violence and harassment, we recognise that we need effective systems to protect and support those at the receiving end of such abuse.

We recognise that we can learn from the significant advances made in gender equality in higher education in the last five years and work to translate these learning to other areas of EDI, always ensuring intersectionality is integral to all aspects of our future work.

I am so proud that through the incredible effort of the RCSI community, we have sustained our mission to educate, nurture and discover for the benefit of human health, and continue to deliver world-class healthcare practitioners and researchers. Never has the value of healthcare been more apparent or urgent, and never have we needed their skills and expertise more.

While acknowledging that we have some distance yet to travel, we would also like to take this opportunity to celebrate the achievements of the last eighteen months. This year, we learned that celebrating our successes is more important than ever. I extend my sincere congratulations to the many members of our RCSI community who came together this year to re-affirm that our commitment to equality, diversity and inclusion is stronger than ever and ensure that no-one is left behind.

Cathal Kelly

**Professor Cathal Kelly**  
Registrar/ Chief Executive  
RCSI



INTRODUCTION



Candice Parmar

Despite this being one the most challenging of years any of us have ever lived through, we have achieved some incredible advances in EDI at RCSI this year. Here are some of the highlights:

Over the last eighteen months we were thrilled to receive three Athena SWAN Bronze school/departmental awards in recognition of our commitment to embed gender equality at RCSI. Huge congratulations to the Department of Anatomy and Regenerative Medicine; the School of Pharmacy and Biomolecular Sciences; and the Department of Physiology and Medical Physics. Over eighty staff were involved the Self-Assessment Teams (SATs) which developed these applications. Your success is all the more impressive given that this work was undertaken during three extended national lockdowns and finalised when schools and childcare were closed. Thank you for your commitment and dedication to this work and we look forward to working with you to implement your gender equality action plans over the next four years.

In 2021, we established three new EDI Forums – Access for All; Ending Sexual Violence, Supporting Survivors and Promoting Consent (ESP); and Race Equality. Built on the principle of staff-student partnership and engagement, Forums are tasked with developing and implementing actions plans for specific EDI priority areas. Two action plans (ESP, Race Equality) have already

been completed, with a third due by end 2021. Our sincere thanks to the Forum members for their considerable efforts over the past six months to advance this work.

In March 2021, in line with the Government’s Consent Framework (2019), we published a three-year ESP Action Plan. This further advances the education, policy, and awareness-raising work commenced in 2016. We have partnered with the Dublin Rape Crisis Centre to develop further training to frontline support staff and student leaders, in addition to our Bystander training and Receiving a Disclosure training. Ninety percent of first year students completed online consent training in 2020. We have reviewed our existing report and support system to ensure it is easy to access, and are working to develop an anonymous reporting system with HEIs from across Ireland later this summer. We have also partnered with NUI Galway to develop a bespoke Diversification of Active\*Consent programme for students and staff to ensure different ethnic groups, faiths, sexualities and gender identities are included in consent training in Ireland.

Advancing race equality was another EDI priority in 2020-21. We were involved in the development of the first national Race Equality in Higher Education (HE) survey in Ireland which was issued in November 2020 (result due summer 2021). In January 2021, we convened the first Race Equality Forum meeting of forty-two staff and students. Sixteen forum and workstream

Jean-Ellis Gbessia



meetings have taken place over the past five months and a dedicated Race Equality Action Plan will be launched in July 2021, following an external review by Pavée Point and Race Equality Charter Award holders in the UK. We were also delighted to partner and support a number of student driven initiatives including an Anti-Racism Reading Group pilot programme for Graduate Entry Medicine (GEM) students; REPRESENT – a project which seeks to increase representation of dermatological presentations on dark skin tones in the medical curriculum; and the Transformative Learning Experience (TLE) project aimed at incorporating EDI among clinical case-based teaching content.

In May 2021, we launched the EDI in Higher Education learning tool - a comprehensive foundation course for staff. This was developed over a four-year period in partnership with the Irish University Association (IUA) and reviewed by the Irish Human Rights and Equality Commission, as well as a number of civil society partners. We hope that this four-module programme will allow staff the opportunity to build a strong foundation for EDI and an understanding of our equality and human rights obligations under Irish and European Law and the Public Sector Duty. This builds on the extensive training EDI programme already available to staff and students with over 600 students and 50 staff completing same in 2020-21. We were also proud to deliver dedicated EDI lectures as part of the first Student Engagement and Partnership (StEP) Leadership programme this year to over seventy RCSI student leaders.

We were delighted to be awarded EUR110,00 in grant funding in 2020-21. This includes an award under the Higher Education Authority (HEA) Gender Equality Enhancement Fund in partnership with University College Cork (UCC) and Technological

University (TU) Dublin for the LIBRA (balance) project. LIBRA seeks to future proof gender equality in Irish HEI leadership by working with the leaders of the future (male, female, non-binary) to address biases and accelerate culture change through use of simulation technology.

We continue to engage through the HEAR and DARE schemes and through our Access for All programme are working to widen participation. This includes our ongoing work to become recognised as an Autism-Friendly University in 2022.

We successfully pivoted to online delivery of our extensive calendar of EDI awareness raising events and regular virtual gatherings of our six staff networks. This included a hugely successful Ensuring Women’s Voices Are Heard campaign which launched on International Women’s Day and is continuing throughout 2021; online Pride and Positive Ageing Week celebrations; International Men’s Day and World AIDS Day. We also welcomed some incredible guest speakers and EDI advocates including Adam Harris, Emma Dabiri, Dearbhail McDonald, Dr Ruth Freeman, Noelle O’ Reilly, Adam Shanley, Vanessa Lacey, Aranee Manoharan and Dr Karl Neff.

Thank you sincerely to the hundreds of staff and students involved in EDI initiatives throughout 2020-21. We truly could not have achieved such progress without your passion, support and commitment to EDI. I am incredibly proud to be part of the RCSI community and it has been an honour to work you to bring about real, positive and lasting change.

**Dr Avril Hutch**  
Associate Director - Head of Equality, Diversity and Inclusion



## PROGRESS AGAINST STRATEGIC OBJECTIVES

In order to meet our legal obligations and progress our work on equality, diversity and inclusion, we 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.

### 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.

The Pride rainbow and trans flags fly above RCSI on St Stephen's Green to mark Pride 2020.



## 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.

### 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](http://www.citizensinformation.ie) and [www.ihrec.ie](http://www.ihrec.ie)

### EQUALITY DIVERSITY AND INCLUSION UNIT

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



**Dr Avril Hutch**  
Associate Director/  
Head of Equality,  
Diversity & Inclusion



**Ms Sarah Fink**  
Acting Head of EDI  
(Jan – Sept 2020)/  
Athena SWAN  
Project Officer



**Ms Julia Morrow**  
Research & Policy  
Officer



**Mr Justin Murphy**  
Events Coordinator



**Ms Oluchi Porter**  
Athena SWAN  
Project Officer

## SPOTLIGHT - GENDER

RCSI is committed to equality between women and men, and the right of all members of our community to be treated equally regardless of gender identity and gender expression.



### 1. RCSI AWARDED THREE ATHENA SWAN AWARDS

In November 2017, RCSI became a signatory of the expanded Athena SWAN Charter. In October 2018, RCSI was awarded an Athena SWAN Bronze award, in recognition of positive gender practice (providing equal opportunities for success for all people) in Higher Education.

In March 2020, we congratulated the Department of Anatomy and Regenerative Medicine (ARM) who were the first RCSI department to apply and be awarded the departmental Athena SWAN Bronze Award. The Department's Self-Assessment Team (SAT) was chaired by Professor Clive Lee and led by Athena SWAN Champions Dr Caroline Curtain and Dr Cathal Kearney.

I am delighted to congratulate the Department of Anatomy and Regenerative Medicine on achieving this success on the basis of their commitment to delivering gender equality, encouraging greater female participation in STEMM and making RCSI a more inclusive and welcoming place for everyone to work and study. Building on our institutional Athena SWAN award in 2018, this award is part of a longer journey to implement our wider equality, diversity and inclusion objectives.

**Professor Cathal Kelly, CEO/Registrar**

In 2021, RCSI was delighted to achieve two further Athena SWAN school awards.

The School of Pharmacy and Biomolecular Physics (PBS) chaired by Professor Tracy Robson, alongside the Athena SWAN Champions Dr Annie Curtis, Dr Darran O' Connor, Dr Fiona O' Brien became the first school to achieve this award in recognition of their efforts to advance gender equality in higher education.



**Professor Tracy Robson, Head of the School of Pharmacy and Biomolecular Sciences** "This award is the result of an immense collaborative effort by the Athena SWAN Self-Assessment Team led by our Athena SWAN Champions and made up of over 25 individuals across the School. The award is real testament to our commitment to gender equality and EDI; it demonstrates the energy, commitment and collaborative culture within the School. I am immensely proud of this achievement and all that it represents, both now and over the next number of years, as we work to implement our Gender Equality Action Plan."

The Department of Physiology and Medical Physics chaired by Professor Jochen Prehn and led by Athena SWAN Champions Dr Triona Ni Chonghaile and Dr Tobias Engel also achieved the prestigious Athena SWAN Bronze.



**Professor Jochen Prehn, Head of the Department of Physiology and Medical Physics** "I am delighted that one of the 'traditional' and at the same time multicultural departments in the university has been recognised with this important award to promote equality and inclusion. I would like to acknowledge the hard work of the entire Self-Assessment Team and particularly our Athena SWAN Champions."



We would like to particularly congratulate everyone involved in developing and enacting Athena SWAN Action Plans during the COVID-19 pandemic and the many challenges this brought. Your success is much deserved.

Athena SWAN is truly a team effort and below is the roll call of all the fantastic work stream leads and members involved in these successful applications. We would also like to sincerely thank colleagues in Human Resources (HR), the Quality Enhancement Office (QEO), Communications & Design, and IT and Estates for their support.

Department of Anatomy and Regenerative Medicine
Prof Clive Lee
Dr Cathal Kearney
Dr Aamir Hameed
Dr Caroline Curtin
Dr Oran Kennedy
Dr Ciara Murphy
Dr Adrian Dervan
Dr Arlyng Gonzalez Vazquez
Dr Gayathri Kollamaram
Dr Lia Blokpoel Ferreras
Dr Neashan Mathavan
Dr Pedro Gouveia
Dr Zuzana Koci
Dr Catherine Sirafim
Ms Isabel Newley Amado
Ms Lauren Mohan
Ms Rachael Power
Ms Sílvia Paiva
Ms Laraine O'Brien
Ms Sarah Casey
Mr Vincent McDonagh

School of Pharmacy and Biomolecular Sciences
Prof Tracy Robson
Dr Jennifer Dowling
Ms Anne Grady
Dr Alice Holton
Dr Cian O’Leary
Dr Orna Tighe
Dr Ingmar Schoen
Prof Dermot Cox
Ms Sorcha Ward
Dr Sarinj Fattah
Mr Luis Soriano
Dr Jamie O’Sullivan
Dr Gillian Moore
Dr Sarah O’Neill
Prof Steve Kerrigan
Dr Annie Curtis
Ms Olwen Foley
Dr Michelle Flood
Ms Melanie Healy
Dr Judith Coppinger
Dr Joan Ni Gabhann
Dr Cormac McDonnell
Dr Conor Duffy
Dr Cathal Cadogan
Dr Sudipto Das
Prof Darran O’ Connor
Mr John O’ Brien
Dr Fiona O’Brien

School of Physiology and Medical Physics
Prof Jochen Prehn
Dr Tobias Engel
Ms Karina Carey
Ms Patsy Connolly
Dr Niamh Connolly
Dr Andreas Lindner
Dr Franziska Walter
Dr Manuela Salvucci
Mr Kieron White
Dr Triona Ní Chonghaile
Prof Kevin McGuigan
Prof Christopher Torrents
Dr Raquel Cabral Harper
Dr Gary Brenna
Dr Orlaigh Brennan
Ms Luise Halang
Ms Ina Woods
Ms Lisa Ann Byrne
Dr Helena Bonner
Dr Isabela Aparicio
Mr Liam Shiels
Ms Linda Coyne
Dr Simon Furney
Dr Shona Pfeiffer
Dr Alice O’ Farrell
Dr Brona Murphy



2. RCSI COUNCIL MEMBER  
PROFESSOR DEBORAH MCNAMARA  
ADDRESSES GENDER INEQUALITY IN  
SCIENTIFIC AMERICAN

In April 2020, Professor Deborah McNamara emphasized the critical need ‘to build a better health service where everyone’s contribution is valued’. Professor McNamara responded to “Chethan Sathya’s observations on the challenges of both discrimination and harassment faced by women surgeons in “Stand Up for Female Surgeons” [Forum]... by highlighting behavioral change is critical if we are to address workplace cultures that allow gender and other forms of inequality to persist.”

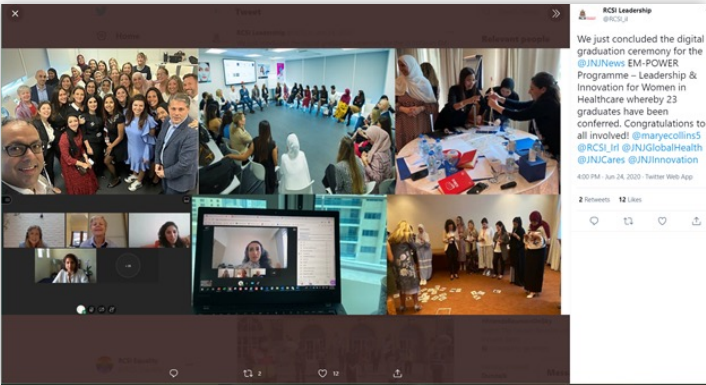




**3. RCSI INSTITUTE OF LEADERSHIP CELEBRATED GRADUATION OF THE JOHNSON & JOHNSON EM-POWER PROGRAMME - LEADERSHIP AND INNOVATION FOR WOMEN IN HEALTHCARE**

June 2020 saw the conclusion of the first dedicated Johnson & Johnson EM-POWER Programme – Leadership and Innovation for Women in Healthcare at the Institute of Leadership campus in Dubai. Despite the challenges faced by COVID-19, the second half of the programme was successfully delivered online. At the end of June, 23 graduates, domiciled in UAE, Egypt, Saudi Arabia, Turkey and Lebanon, celebrated their achievements with a virtual conferring ceremony.

**Dr Mary Collins from the Institute of Leadership** said, “The J&J EM-POWER Programme is an excellent example of an inclusive Women in Leadership initiative – it has been a joy to work with such progressive, energetic women business leaders from across the Region and the organisational support from J&J has been unparalleled throughout”.



**4. RCSI ASSOCIATE PROFESSOR CATHERINE GREENE AND PROFESSOR BRIAN HARVEY SPEAK ON THE GENDER GAP IN CYSTIC FIBROSIS IN NATURE**

In July 2020, Nature featured the research conducted by Associate Professor Catherine Green and Professor Brian Harvey into the disparities between men and women with cystic fibrosis. Associate Professor Greene’s research demonstrates the importance of applying an intersectional lens to healthcare research as cystic fibrosis affects patients differently based on sex.



**5. PROFESSOR MARY CANNON COMMENDED AS HIGHLY CITED RESEARCHER**

Congratulations to Professor Mary Canon for making the 2020 Highly Cited Researchers list. For her work in psychiatry and psychology, she joins 33 scientists working in Ireland who have been named among the top one percent in the world when it comes to highly cited papers.



**6. MS KATIE PIPER AWARDED HONORARY DOCTORATE**

In November 2020, Ms Katie Piper was awarded an honorary doctorate by RCSI. Ms Piper is a best-selling international author, inspirational speaker, TV presenter and charity campaigner. Surviving a horrific acid attack in 2008, which caused extensive damage to her face and blindness in one eye, she set up the Katie Piper Foundation which supports survivors of burns, their families and carers and works alongside existing support networks. In 2019, the Foundation achieved a significant milestone, opening a rehabilitation centre in the UK which offers burn survivors the same treatment Katie received in France.



**7. DR ANNIE CURTIS ELECTED PRESIDENT OF THE IRISH SOCIETY FOR IMMUNOLOGY**

In December 2020, Dr Annie Curtis was unanimously elected President of the Irish Society for Immunology, a society which represents over 200 immunologists across Ireland. She will take up that position from Prof. Ed Lavelle (TCD) early next year and serve a 5 year term. Congratulations to Dr Curtis for taking the lead at an organisation whose work will be more pertinent than ever in 2021.





Ms Ailín Rogers FRCSI is the recipient of Ireland's first PROGRESS Women in Surgery Fellowship (2020)

AWARDS

PROGRESS Women in Surgery Fellowship

RCSI published the 'PROGRESS: Promoting Gender Equality in Surgery' report in 2017, identifying the complex barriers to female progression in surgery. The report specifically called for the provision of a fellowship for female surgeons to inspire exceptional trainees by providing the opportunity to avail of career-defining international fellowship training.

Aimed at promoting female participation in surgical training in Ireland, this prestigious RCSI bursary, funded by Johnson & Johnson Medical Devices Companies, supports the acquisition of additional surgical skills and knowledge and contributes to the advancement of surgical science and practice on the island of Ireland.

In February 2020, RCSI announced the first recipient of the Fellowship was Ailín Rogers FRCSI. Ms Rogers graduated from UCD in 2007 and completed her MRCS before pursuing a PhD in colonic physiology. She has postgraduate qualifications in statistics and in healthcare economics and almost 50 peer-reviewed publications. Her study on gender and specialty differences among trainees was published in the Annals of Surgery and a Viewpoint on pregnant surgeons in JAMA Surgery.



Ms Helen Mohan FRCSI is the recipient of the second PROGRESS Women in Surgery Fellowship (2021)

The 2021 Fellowship was awarded to Ms Helen Mohan FRCSI. Ms Mohan graduated from UCD with a first class honours degree in 2007. She undertook basic and higher surgical training in General and Colorectal Surgery and was awarded her FRCSI in 2019 and CCST in 2020. She has a strong research background with over 50 publications and was awarded a PhD in Pathophysiology of Inflammation and Cancer. She is the past-president of the Association of Surgeons in Training. Passionate about promoting diversity in surgical training, she is a mentor on the ASiT mentoring programme and has published on the experience of pregnant trainees in the Postgraduate Medical Journal and the BJS, and has introduced initiatives to support parents at the ASiT conference including a conference crèche and a maternity leave policy for ASiT council.

Accepting the Fellowship, Ms Mohan said: "This Fellowship is hugely significant to me. It will allow me to advance my career in colorectal surgery and to focus on providing high quality patient care, promoting research and surgical education. I am grateful for the support of the RCSI Progress Fellowship and I am committed to advancing the goal of the Fellowship in supporting women to become consultant surgeons by mentoring trainees and nurturing excellence."

Through the PROGRESS Fellowship, Ms Mohan has travelled with her family to undertake a Fellowship in colorectal surgery at Peter MacCallum Cancer centre in Melbourne, Australia. This high-intensity Fellowship will focus on advanced colorectal cancer, including training in robotic surgery, peritonectomy and pelvic exenteration.

30% CLUB WOMEN IN LEADERSHIP SCHOLARSHIPS

RCSI launched the 30% Club HEI Scholarship Programme in 2018. RCSI Institute of Leadership and the 30% Club have since awarded 9 scholarships as part of ongoing efforts to improve gender diversity in healthcare.

In 2020, building on the immensely successful collaboration with the 30% Club, RCSI announced four further recipients to the scholarship programme. They include Dr Christina Fleming, Dr Meenaakshi Ramphul (Professional Diploma in Clinical Leadership) and Dr Katherine Browne, Dr Thara Persaud (MSc in Leadership)



Dr Christina Fleming (PDiCL)



Dr Meenaakshi Ramphul (PDiCL)



Dr Katherine Browne (MScLead)



Dr Thara Persaud



## STRATEGIC OBJECTIVE 2 – DATA

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

Implementing Public Sector Duty requires the University to consider what potential human rights and equality issues need to be addressed or considered. As part of the assessment process, RCSI should determine steps required with specific reference to the nine protected grounds covered by the Equality Acts. The International Human Rights and Equality Commission suggests this can be informed by data collection and consultation. We are also required to ensure we measure impact on any of the groups protected by the Equality Acts, and data collection and consultation provides a mechanism for measuring impact.

### EDI STAFF AND STUDENT SURVEY AND CONSULTATION PROCESS

The EDI Unit works with the Quality Enhancement Office to undertake annual Equality, Diversity and Inclusion Staff and Student Surveys to identify issues and track progress. This includes reporting on equality and diversity characteristics, as well as instances of discrimination and unfair treatment. We consider intersectionality\* in the analysis of all data sets.

The annual EDI Staff survey took place in December 2020, and garnered a 44% response rate. The second Equality, Diversity and Inclusion Survey for students at RCSI was also conducted in December 2020 with an 8% response rate. The postgraduate survey was conducted in June 2021 with an 8% response rate.

The EDI Unit conducted focus groups with staff in Athena SWAN applicant departments in July, August and October 2020. Focus groups were limited in 2020/21 due to limited staff capacity and the impact of COVID-19.

### HEA GENDER PROFILE REPORT

Since 2018, RCSI reports staff gender breakdown in the Higher Education Authority's annual Gender Profile Report of Higher Education Institutions in Ireland. This profile provides information on key indicators which will contribute to the assessment of gender equality in Irish HEIs. This allows for national benchmarking on gender equality in third level institutions, and offers a valuable baseline from which progress can be measured, and includes all grades of staff.

The full dataset is available here: <https://hea.ie/assets/uploads/2019/07/Higher-Education-Institutional-Staff-Profiles-by-Gender-2020.pdf>

### \*WHAT IS INTERSECTIONALITY?

Intersectionality is the complex, cumulative way in which the effects of multiple forms of discrimination (such as racism, sexism, and classism) combine, overlap, or intersect especially in the experiences of marginalized individuals or groups.

Prof Kimberlé Crenshaw introduced the theory of intersectionality, the idea that when it comes to thinking about how inequalities persist, categories like gender, race, and class are best understood as overlapping and mutually constitutive rather than isolated and distinct.



Anna Whitaker



## SPOTLIGHT - RACE EQUALITY

RCSI welcomes a diverse community of students from over seventy countries and is committed to equal treatment of all regardless of race.

### ESTABLISHMENT OF RCSI RACE EQUALITY FORUM

In January 2021, RCSI established a dedicated Race Equality Forum tasked with developing our first three-year Race Equality Action Plan 2021-2024. This Action Plan aligns with our EDI Strategic Plan 2018-2022 and allows us to embed race equality across everything we do. The Action Plan focuses on six key areas: Governance, Data, Policy & Practice, Education & Research; Communications & Awareness Raising, and Report and Support. Comprised of forty-two staff and student members, there have been sixteen Forum and Workstream meetings to date in 2021. The Forum is Co-Chaired by Mr Emeka Okereke, Senior Quality Assurance & Compliance Specialist and Dr Avril Hutch, Head of EDI.

Some key considerations are fundamental to the success of RCSI's race equality work:

- RCSI leadership is prioritising race equality and a member of the RCSI Senior Management Team acts as high level sponsor for all race equality work.
- We are taking concrete actions to affect change and working to measure the impact of these actions.
- We are working to better communicate our actions to staff and students.
- We are working to ensure racial literacy through education and awareness raising.
- We are examining how we teach and reference race in our curriculum.
- We are working to provide more supports to Black, Asian and Ethnic Minority staff and students and working to improve and better tailor our services to those in our community.
- As with all EDI work, intersectionality is fundamental to successfully undertaking this work.
- We include and will consult with Members of the Traveller Community as part of all our race equality work.
- We recognise the importance of external expertise and are delighted to collaborate with Pavee Point as external advisors on our race equality initiatives. We have also collaborated with other universities and stakeholders with experience of developing and implementing institutional race equality action plans through the Advance HE Race Equality Charter. Partners include Aranee Manoharan, Kingston University, and Dr Sammy C.H. Li and Sheena Griffiths of Birmingham University.

- Student led initiatives and staff-student partnership initiatives are a key component of these actions. All race equality actions are joint staff-student collaborations. We are particularly grateful to our student EDI Champions for helping drive change and raise awareness of this important work to stand against racism and ensure equality in all we do.



**EMEKA OKEREKE**  
RACE EQUALITY FORUM CO-CHAIR  
(WITH DR AVRIL HUTCH)

"The Royal College of Surgeons is not like any other academic institution in Ireland. The College's history is intricately linked to the history of the Irish Republic. While the College continues to maintain international outlook and global influence, its influence and impact is potentially significant to the future of Ireland.

The College is well positioned to help shape the dynamics of a new Ireland, where an aggressive shift in demographics is imminent and where the confluence of cultures must be proactively engineered to create the type of inclusive society, we all desire - one in which the power of diversity is effectively harnessed to the benefit of all citizens.

The creation of the Race Equality Forum (REF) is thus timely and represents visionary leadership which is poised to offer significant benefits to the College and the wider society."



**ATHEER ABDELHAFIZ**  
CULTURE OFFICER, RCSI STUDENT UNION 2020-21  
& RACE EQUALITY FORUM - REPORT AND SUPPORT  
WORKSTREAM STUDENT LEAD

"I believe that the work we've done as part of the Race Equality Forum (REF) is unique in the way that it focuses on giving students an opportunity to provide their own insight as well as to lead some of the projects. To create concrete action plans, the committee was divided into six workstreams and each workstream was assigned both a student and staff lead. Having a student lead for these projects is paramount to ensure that we're constantly empowering students of colour as well as their experience and expertise. Within the workstreams, students were encouraged to actively contribute to the conversation and their comments were considered seriously. The REF is constantly asking for feedback and involvement from students to efficiently improve in all areas. Developing the Race Equality Action Plan has been a very thorough process that requires a lot of attention. When facing heavy issues that require a lot of internal work, it's common to see promises being made without any real substance behind it. Having a plan on a defined timeline ensures accountability while also informing students what work has been done, is currently being done, and what the plans are for the future."

Race Equality Forum Membership 2021-23	
Ms Abi Kelly	SMT Sponsor
Dr Avril Hutch	Co-Chair, Head of Equality, Diversity & Inclusion Unit
Mr Emeka Okereke	Co-Chair, Department of Surgical Affairs
Ms Atheer Abdelhafiz	SU Culture Officer
Mr Adam Altaie	Postgraduate
Mr Amir Bachari	GEM
Mr Pat Barry	IT
Dr Marian Brennan	GEM Programme
Ms Corriena Brien	Student Services
Ms Cathy Buffini	Human Resources
Professor Annette Byrne	Physiology & Medical Physics
Ms Comfort Chima	School of Nursing & Midwifery
Ms HuiYi Chong	GEM
Ms Sarah Colbert Kaip	GEM
Professor Dermot Cox	School of Pharmacy and Biomolecular Sciences
Dr Martina Crehan	THEP Curriculum Review
Dr Caroline Delany	Health Professions Education Centre
Dr Sumi Dunne	Dept of General Practice
Dr Sherley George	School Nursing & Midwifery
Ms Bisrat Girma Behanu	DEM
Mr Benedict Green	GEM
Ms Kathryn Haley	GEM
Ms Raya Husami	GEM
Prof Jan Illing	Health Professions Education Centre
Dr Caroline Kelleher	Dept of Psychology
Ms Jackie Knowles	Student Services
Ms Naeha Lakshmanan	DEM
Dr Therese Lynn	School of Physiotherapy
Mr Paul Murphy	Library
Mr Justin Murphy	EDI Unit
Ms Kanyisola Netufo	DEM
Mr Noel O'Callaghan	CoMPASS
Dr Aisling O'Neill	Dept of Psychology/Post Doc



Ms Kate O’Sullivan	Communications
Mr Cathal O’Tuile	DEM
Ms Oluchi Porter	EDI Unit
Ms Collette Power	Estates
Ms Sonia Rawat	GEM
Dr Cristina Ruedell Reschke	School of Pharmacy and Biomolecular Sciences
Ms Cherie Sackey	DEM
Ms Kim Shanahan	Human Resources
Mr Bryan Shiels	Estates
Mr Oluwarotimi Vaughan-Ogunlusi	GEM
Ms Judy Walsh	Human Resources
Ms Kathryn Wiesendanger	DEM

Here is a summary of some of the race equality actions currently taking place across the university:

1. RCSI Anti-Racism Reading Group Pilot 2020

The RCSI Anti-Racism Reading Group pilot was derived from the University of Washington (UW) School of Medicine Anti-Racism Reading Programme, and was shared to allow others to adopt and implement the programme at their respective institutions. The programme involves a short reading assignment from Dorothy Roberts’ book Fatal Invention: How Science, Politics, and Big Business Re-create Race in the Twenty-first Century followed by small, faculty-facilitated discussion sessions. The ultimate objective is to create a foundational knowledge of systemic racism in medicine by requiring all incoming participants to participate in the programme prior to the beginning of their first term.

Led by four Graduate Entry Medicine (GEM) students Mr Oluwarotimi Vaughan-Ogunlusi, Ms Kathryn Wiesendanger, Ms Sarah Colbert Kaip, Dr Therese Lynn, and supported by the EDI Unit, GEM programme and Dean’s Office, RCSI rolled out this programme to GEM 2 participants in November 2020. Following completion of the reading assignment, four discussion groups were held virtually facilitated by one RCSI faculty member and one senior cycle medical participant. The participants completed a survey prior to the reading assignment and another, following the discussion group to gather learnings about the pilot for RCSI. A survey was also distributed to collect data about the programme.

Supported by the EDI Unit, twenty-four GEM 2 students participated in the four group groups discussed which were led by student (mentioned above and staff co-facilitators: Dr Caroline Kelleher, Dr Marian Brennan, Dr Caroline Delaney and

Dr Aisling O’Neill. Feedback on the programme was positive, with all students reporting that they benefitted from the sessions and would like to learn more about race equality as part of their medical training.

Following the success of the programme in 2020, we have now widened the programme to Direct Entry Medicine (DEM) and other cohorts of GEM students in 2021. We look forward to seeing this work embedded in the curriculum in future years.

“This is one small step of many needed to educate learners about how medicine has perpetuated racism in the past. As future doctors we must make change and advocate for racial justice in all areas of our personal and professional lives. We look forward to continuing this programme at RCSI with the support of faculty members.”



Student leaders of the RCSI Anti-Racism Reading Group: (clockwise from top left): Oluwarotimi Vaughan-Ogunlusi, Kathryn Wiesendanger, Sarah Colbert Kaip, Therese Lynn.

2. Transformative Learning Experience: Increasing Diversity in Clinical Case Delivery

Established under the RCSI Student Engagement and Partnership (StEP) Programme, the Transformative Learning Experience (TLE) project aimed to incorporate EDI among clinical case-based teaching content during the first year of the graduate entry programme (GEM). The project allowed for exposure of year 1 GEM students to a variety of minority groups, including the Traveller community, people of colour, LGBTI+ individuals, and those living with a disability. Through liaison with the acting agency, the project also increased opportunities for actors from such minority groups to be hired. In addition, it led to the introduction of female surface models for clinical skills tutorials. This project was a collaboration between GEM faculty (Prof. Seamus Sreenan, Dr. Marian Brennan and Dr. Syama Gollapalli) and students Amir Bachari (GEM 1) and Austin Capcara (GEM 2).



“This project embodied the unwavering commitment of RCSI to inclusion and diversity. Not only were we not met with resistance, but rather this project was allowed to grow and have a lasting impact on the curriculum, student body, and community.”  
STUDENT LEAD  
AMIR K. BACHARI



“It was a pleasure to partner with the faculty of the GEM program to bring positive change to our medical education. Working together opened a dialogue between faculty and students about how implicit bias impacts patient care and how we can improve as practitioners.”  
STUDENT LEAD  
AUSTIN CAPCARA



“Increasing diversity in our clinical cases better prepares our students for practice. It was fantastic to have students partnering with us to implement these changes. We hope that this project will have lasting positive impacts on the student’s confidence and competence engaging with minority groups and as a result have an impact on patient care. Furthermore, we expect that this project will increase the diversity of our simulated patients and actors, thereby providing employment opportunities for minority groups.”  
STAFF LEAD  
DR MARIAN BRENNAN  
AND DR SYAMA GOLLAPALLI



“It was a pleasure to partner with the students on this project. The need was identified arising out of GEM 1 student quality improvement projects over the last couple of years. Inclusion of people from a variety of backgrounds, minority groups and life experiences has added to the richness of the learning experience for our students and will help them to improve their level of comfort, confidence and competence in engaging with people from diverse backgrounds. We feel that the enhanced inclusivity will be valued by the students in their education and will be hugely beneficial to them in their clinical practice. We commend the students for their hard work, enthusiasm and leadership in completing this project.”  
GRADUATE ENTRY MEDICINE DIRECTOR  
PROFESSOR SEAMUS SREENAN





### 3. REPRESENT: Revising Medical Education for Progress against Racism through Education, Skillsets and Empowerment

Another StEP initiative, REPRESENT project seeks to increase representation of dermatological presentations on dark skin tones in the medical curriculum. Analysis of the level of representation of dermatological presentations on dark skin tones in GEM1 and GEM2 lectures demonstrated that only 2% of lecture slides included images of presentations on dark skin tones when an image was also shown on white skin tones. Subsequently, over 120 lecture slides were generated demonstrating relevant clinical presentations on both dark and white skin tones. The slides will be distributed to GEM module coordinators for direct incorporation into GEM lectures. Post hoc analysis demonstrated an increase of up to 20% of clinical images being represented on dark skin tones. To facilitate enduring change, the project will also entail a forthcoming tutorial for lecturers on the importance of incorporating clinical images on dark skin tones in the medical curriculum.

The hope is that increased representation of dermatological presentations on dark skin tones will better reflect the diverse student body at RCSI, and will better prepare RCSI students to accurately identify and diagnose clinical presentations in the diverse patient populations that they will encounter in their future medical practice.

The project has been funded for a second phase to: (1) Generate an image repository of clinical presentations on dark skin tones through prospective collection of images via clinical partners in Malawi, through collaboration with Queen Elizabeth Central Hospital in Malawi; (2) Generate a universally accessible website where new images with clinical presentations on both dark and white skin tones can be accessed.



global patient populations that students will encounter in their future medical practice.”

**StEP Student Lead Dr Kathryn Haley**

“Together, the REPRESENT project and the Race Equality Forum Education workstream will champion increased representation in the medical curriculum at RCSI. This collaborative effort will be instrumental in procuring a medical curriculum that is reflective of both the diverse student body at RCSI, and the



“Working with Kathryn on this important and exciting project has been a wonderful experience. This project will have long-lasting and far-reaching impact for many people and undoubtedly advance clinical care across the world.”

**StEP Staff Lead Dr Avril Hutch, Head of EDI**

### 4. Input to Curriculum

#### Development

As part of the MPharm programme, RCSI are working to develop a five credit module which includes a series of dedicated race equality lectures focusing on race inequality and particularly the disproportionate effect of COVID-19 on black and minority groups. We are also inputting to the development of the THEP undergraduate medical programme curriculum, as well as working with the School of Physiotherapy on curriculum content.

#### 5. Race Equality Training

We are working in partnership with seven other Irish universities to develop a bespoke race equality training for staff and students across Ireland. This is due to launch in autumn 2021 and we hope that it will help inform a baseline understanding of race equality across the Irish university sector.

Race equality training sessions took place throughout the month of June 2021 in this first round of trainings for staff and students. The first session was offered to the Senior Management Team and the second to members of the Race Equality Forum which is comprised of 41 staff working throughout the university community, and students. The training is part of the RCSI commitment to advancing Race Equality and is a concerted action as part of the Institutional Action Plan. The purpose of the

training was to support staff and students to develop a shared language, knowledge and practice regarding race equality. Training was provided by Paul Miller, Principal Consultant & Director of Educational Equity Services, and Strategic Advisor for Race, Culture and Leadership at Advance HE.

### 6. Membership of National Higher Education Authority (HEA) Race Equality/ Intersectionality Working Group

Dr Avril Hutch, Dr Ebun Joseph and Sarah Fink have been members of the national Race Equality/Intersectionality Working Group since 2019 and were involved in the development of the first national Race Equality in Higher Education Survey in Ireland which was rolled out across Ireland in November 2020 (results due summer 2021). This network is developing a lexicon of race equality terminology which fits within the Irish context, recognising that we have a unique history and story of racial/ ethnic identity here in Ireland.

### 7. Membership of the Speak Out Anonymous Reporting Tool Working Group

RCSI is partnering with nineteen other HEIs across Ireland and the Psychological Counsellors in Higher Education in Ireland (PCHEI) to launch an anonymous online reporting tool for staff and students across Ireland. This tool will also provide a list of relevant supports to anyone wishing to report anonymously.



### 8. In Conversation with Emma Dabiri – What White People Can Do Next – From Allyship to Coalition (June 2021)

We were thrilled to have Emma Dabiri, the Irish-Nigerian author, academic, and broadcaster join us on Wednesday June 2 for a Q&A event centered around Race Equality. Moderated by Emeka Okereke (Senior Quality and Compliance Analyst) and Dr Avril Hutch (Head of EDI Unit), the event garnered great interest from staff and students alike with over 100 people subscribed for the event.

Emma lectures in African Studies at SOAS University of London and has written two books on Race Equality. The first is the acclaimed “Don’t Touch my Hair” (or “Twisted” in the US) which celebrates the historical and cultural significance of African hair while exploring racial identity and systemic racism.

Her second book “What White People Can Do Next: from Allyship to Coalition” was under discussion for this event, which included the historical construction of the concept of race, analysis of the current anti-racist movement and a reflection on how we can build coalitions for more inclusive communities.



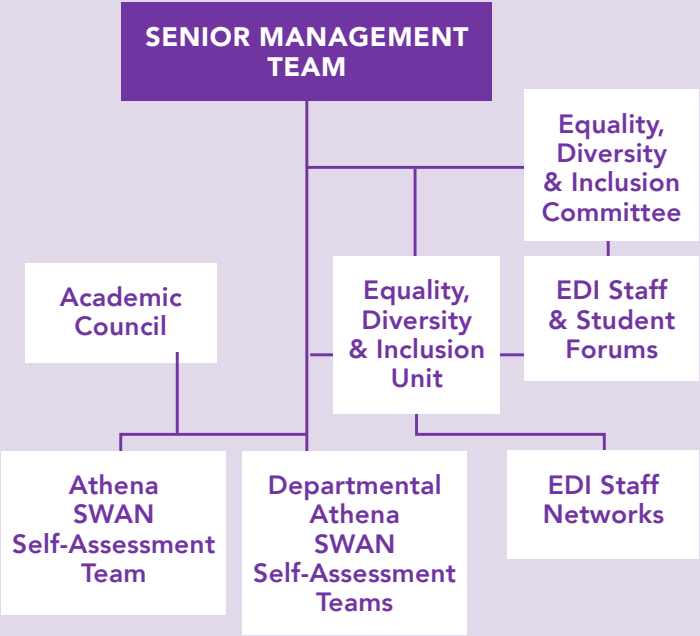
## STRATEGIC OBJECTIVE 3 – ACCOUNTABILITY

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 RCSI Equality, Diversity and Inclusion Committee (EDIC) was established in 2019. The EDIC is responsible for advising the Senior Management Team on all equality, diversity and inclusion matters in RCSI. The Committee is chaired by Senior Management Team member and Director of International Engagement and External Relations, Abi Kelly.

The EDIC membership is comprised of 38 staff and students.

Ms Atheer Abdelhafiz	Student Union Culture Officer
Ms Siun Aherne	Women's Network
Ms Jacinta Burke	CoMPASS
Prof David Croke	Quality Enhancement Office
Ms Julie Croll	Pride Soc
Prof Sally-Ann Cryan	Academic
Ms Paula Curtin	Communications
Dr Chiarade Santi	Post Doc Representative

Ms Evelyn Flynn	Student
Ms Katelyn J Genoud	Postgraduate Student Union President
Ms Céleste Golden	Access for All Forum
Dr Leonie Heskin	Age Friendly Network
Mr Barry Holmes	Human Resources
Dr AvrilHutch	EDI (EDIC Secretary)
Derek John	Research
Ms Caroline Kelleher	Ending Sexual Violence, Supporting Survivors, Promotion Consent (ESP) Forum
Abi Kelly	SMT (EDIC Chair)
Ms Maria Kelly	Outreach
Mr Oran Kennedy	Men's Network
Ms Eliska Komarkova	Access for All Forum
Ms Aoife McCabe	Undergraduate Student
Prof Samuel McConkey	Academic
Ms Julia Morrow	EDI Unit Research and Policy Officer
Mr Justin Murphy	Pride Network Chair (EDIC Coordinator)
Ms Emily O'Brien	Student Services
Prof Fergal O'Brien	Research
Mr Noel O'Callaghan	CoMPASS
Mr Emeka Okereke	Race Equality Forum
Ms Eunice Phillip	Student
Ms Oluchi Porter	Athena SWAN
Ms Collette Power	Estates
Mr Justin Ralph	IT
Mr Aung Kaung Sett Hein	Student
Ms Kim Shanahan	Human Resources
Mr DuPreez Smith	Student Union President
Ms Kathryn Smith	Library
Mr Oluwarotimi (Tim) Vaughan-Ogunlusi	Graduate Entry student
Ms Anna Whitaker	Student Union Welfare Officer



Athena SWAN Self Assessment Team

RCSI received an Athena SWAN Bronze award in 2018. The Athena SWAN Institutional Self Assessment Team (SAT) is responsible for developing and monitoring the implementation of the RCSI Athena SWAN Gender Equality Action Plan. The SAT is chaired by the Registrar/CEO and is comprised of 27 staff and students.

Departmental Athena SWAN Self Assessment Teams

There are six Athena SWAN departmental SATs. These departments are responsible for developing and implementing Athena SWAN gender equality action plans.

Staff and Student EDI Forums

EDI Forums work to address priority EDI issues and develop/implement dedicated policies and action plans. Focus areas include:

- Access for All
- Ending sexual violence, supporting survivors, promoting consent (ESP)
- Race Equality

Staff EDI Networks

RCSI has six staff equality networks. These are driven by staff interests and supported by the EDI Unit.

The EDI Networks are championed by Senior Management Team sponsors and driven by staff themselves with rotating staff chairs each year. Staff networks include:

- Age Friendly Network
- Intercultural Network
- Men’s Shed
- Parents & Carers’ Network
- Pride Network
- Women’s Network

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 participates in 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.

The EDI Staff Survey tracks awareness and understanding of policies.



The School of Pharmacy and Bimolecular Sciences Athena SWAN Self-Assessment team meets over MS Teams in 2020 to discussion their departmental application.

SPOTLIGHT - ENDING SEXUAL VIOLENCE, SUPPORTING SURVIVORS AND PROMOTING CONSENT (ESP)

Worldwide, research has indicated that sexual harassment, sexual assault, non-consensual sexual experiences, bullying and racism are a feature of university campus life, as they are in wider society. RCSI is committed to addressing this matter as a priority through the following actions.

ESP Forum

The ESP Forum (previously Consent Forum) was established in 2018 by Dr Caroline Kelleher and Dr Orna Tighe, who have led RCSI’s innovative consent programme since 2016. Re-launched in 2021, the ESP Forum is responsible for implementation and monitoring of the Department of Higher Education’s Consent Framework (2019) at RCSI. It seeks to ensure RCSI effectively supports all staff and students and fulfills government reporting requirements as follows:

1. Provide mandatory consent training for all incoming students for the academic year 2020/21. Institutions must also work to ensure that all students post first year have also attended consent classes.
2. Review and keep up to date dedicated policies consistent with the Consent Framework, which set out clear lines of responsibility, active responses, institutional reporting and regular review. Policies must include guidelines for addressing student complaints, including transparency for all involved.
3. Develop a public awareness campaign around issues surfaced by the Framework, and to support those who might be affected.
4. Establish an easy to use report and support tool for students and staff to disclose and report incidents anonymously, which would be reflected in a high level of awareness and understanding among both students and staff. This reporting system must be compatible with reporting party/survivor rights, cognisant of the needs of vulnerable groups, and have the confidence of the higher education community.
5. Collate data and provide an annual progress report/impact assessment to the HEA on progress on the implementation of the Framework for Promoting Consent and Preventing Sexual Violence, including recorded statistics on harassment, assault, and rape.

“It is a privilege to be part of the EDI and RCSI initiatives to raise awareness and understanding about the important issue of consent. Informed and affirmative consent is a vital cornerstone of our personal and collective integrity and humanity, and in its absence, the very fabric of what is good in our community begins to decay. People can sometimes feel nervous or scared about explicitly raising these issues, both in public and in private - but being scared just means that we are about to do something really brave.”

ESP Co-Chair Dr Caroline Kelleher,  
Department of Psychology

ESP Forum Membership 2021-2023

Professor Hannah McGee	SMT Sponsor, Dean of the Faculty of Medicine & Health Sciences
Dr Avril Hutch	Co-Chair, Head of Equality, Diversity and Inclusion Unit
Dr Caroline Kelleher	Co-Chair, Department of Psychology
Dr James Barlow	Chemistry
Ms Anouska Beberta	GEM
Ms Catherine Behan	IT
Ms Corriena Brien	Student Services
Ms Catriona Campbell	Learning & Development
Professor Mary Cannon	Psychiatry
Ms Nikki Cliffe	GEM
Ms Aliya Esmail	GEM
Ms Evelyn Flynn	Postgraduate
Ms Rachel Frankle	GEM
Ms Caitriona Freir	Dublin Rape Crisis Network
Mr Gordon Grehan	TENI
Ms Katelyn J. Genoud	PGSU President
Ms Brid Mahon	Learning & Development
Ms Natalie L. McEvoy	Postgraduate
Mr Justin Murphy	EDI Unit/Staff Pride Network
Ms Alexandra Nieuwesteeg	SECSE Committee
Mr Noel O’Callaghan	CoMPASS
Mr Alan O’Gormon	IT
Ms Sinead O’Kelly	CoMPASS
Dr Aisling O’Neill	Dept of Psychology/Post Doc
Ms Kate O’Sullivan	Comms
Ms Vidhi Patel	GEM
Ms Audrey Potts	GEM
Ms Collette Power	Estates
Dr Orna Tighe	PBS
Ms Anna Whitaker	GEM/SU Welfare Officer



ESP ACTION PLAN

In March 2021, the ESP Forum published a three year ESP Action Plan. Key actions include:

1. National Sexual Experiences Survey

In April 2021, RCSI participated in the first national Sexual Experiences Survey for staff and students, which was issued by the Higher Education Authority (HEA). Results are expected in summer 2021.

2. Training

Consent Training

All new students were asked to complete an online Consent Matters Training programme, which was designed in partnership with Epigium by Dr Orna Tighe and Dr Caroline Kelleher. This programme was developed under the guidance of an expert panel of advisors, authors, and student and staff reviewers, providing current, inclusive, and scalable training on sexual consent, communication and mutual respect in relationships, as well as exploring ways that students can support others and make a positive impact in their community. In September 2020, ninety percent of first year students completed online consent training. The programme is now available to all students.

Bystander Intervention Training

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. We have developed and implemented 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. A team of twelve staff were trained to deliver the Bystander Intervention Programme, developed from the Intervention Initiative created at the University of the West of England, funded by Public Health England (Fenton, Mott, McCartan, & Rumney, 2014). The Bystander Intervention aims to support “others” to stand up to inappropriate attitudes and behaviors (to include sexually inappropriate spectrum as well as others such as racism). Thirty-six students were trained in the first workshops in February 2019, a further 40 students were trained in September 2019 and a third cohort of 40 students were due to be trained in March 2020, but this was postponed due to COVID-19 and is due to resume in 2021.

Receiving a Disclosure Training

RCSI Student Welfare Officers have completed intensive support training with the Dublin Rape Crisis Centre (DRCC). Three HR partners have also completed a day programme with the DRCC. All student-facing staff completed online ‘receiving a disclosure’ training. This training is also part of the staff induction programme. In May 2021, 28 staff and students completed the DRCC Receiving a Disclosure Training.

Rape Crisis Centre Training (May 2021)

Awareness and Disclosure Training

Caitriona Freir, Youth Programmes Coordinator at the Dublin Rape Crisis Centre and ‘Engage’ psychotherapist Margaret Wood, delivered a comprehensive participative training for 15 students. The full online classroom based training methods used included group discussion, lecture, case studies and video. There was a strong theme throughout of the importance of developing resourcing strategies for the individual, and the prevention of vicarious traumatisation and burnout.



“I feel very privileged to have been included in the recent DRCC training, which took place across 4 hours with 14 RCSI students and EDI staff representatives. We learned about and discussed a variety of topics including stigma, consent, help and services, the Irish legal system surrounding harassment/assault, real life case studies and even we watched a number of insightful videos of

recounted stories. This training event really opened my eyes to the wide array of support that DRCC provides for people and survivors, and made me realise how fortunate we are in Ireland to have access to this help in times of crisis.”

Anna Whitaker, Student Union Welfare Officer

3. Policy

RCSI also has developed a number of dedicated ESP policy and support documents which are available to staff and students. These include: Student Sexual Misconduct Policy; Student Support & Report; help for students finding support after an unwanted sexual incident; help for staff receiving a disclosure of a sexual assault; help for staff finding support after an unwanted sexual incident, and the staff Dignity at Work policy, which now includes sexual misconduct issues. A full list of supports are also available on the staff portal and student Moodle platform.

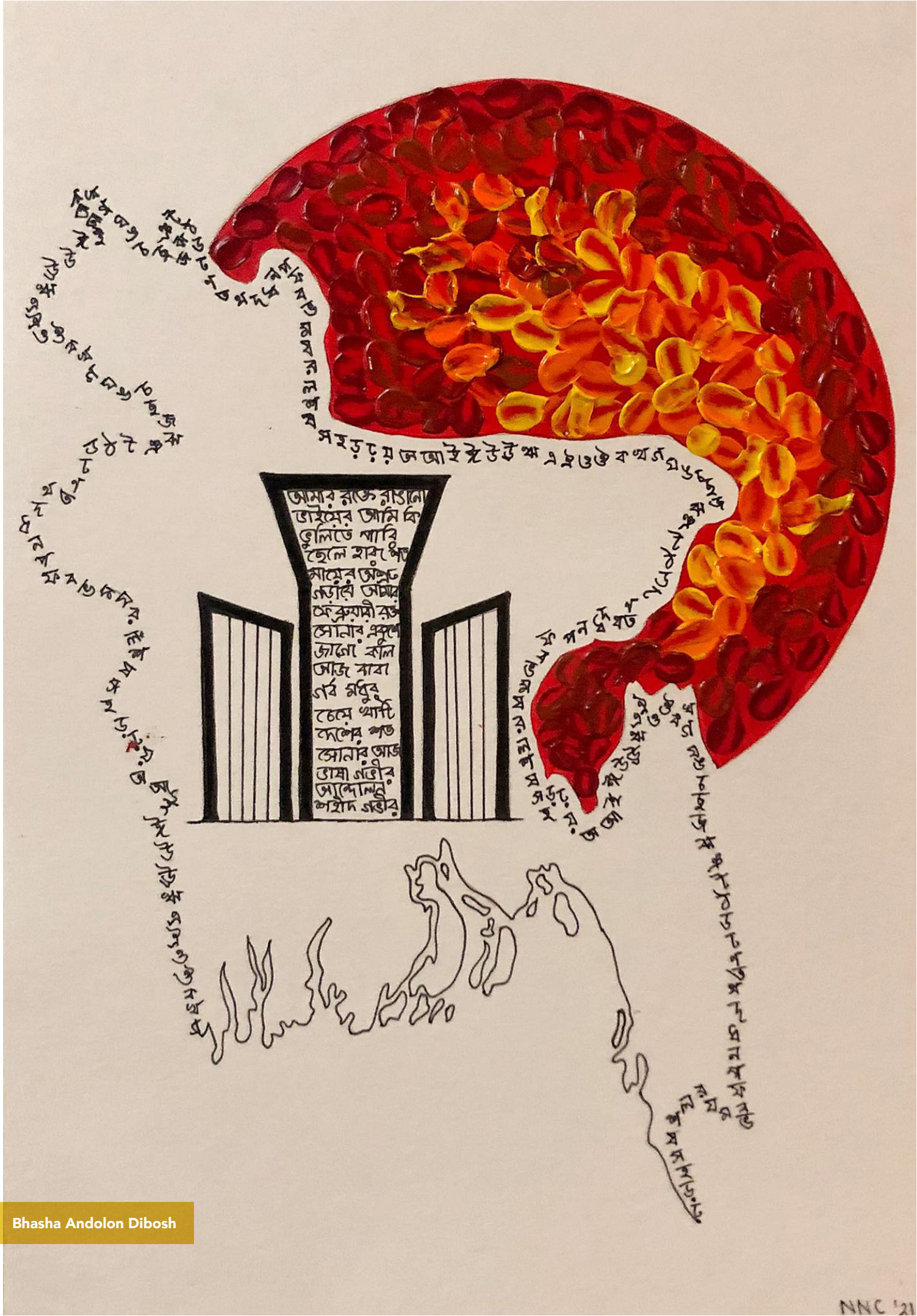
4. Report & Support

There are clear report and support pathways for staff and students in relation to ESP which were established in 2019. In 2021, RCSI will launch an anonymous Speak Out tool for staff and students (see Race Equality Forum). Supports are available from the CoMPASS office for students, and Human Resources and EDI Office for staff.

5. Active\*Consent Partnership with NUI Galway

In December 2020, RCSI was awarded funding from the HEA to deliver a Diversification of Active\*Consent project with NUI Galway. This project, based on the principles of student partnership, seeks to address critical sector needs by advancing the national Active\*Consent education programme developed by NUIG to include culturally diverse and LGBTI+ students.

Bhasha Andolon Dibosh





# 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 2020, the EDI Unit facilitated trainings that included: an eight-week Introduction to Sign Language Course, virtual classroom based Unconscious Bias training and Trans 101 training. We will expand our online training in 2021 with the launch of a national EDI in Higher Education (HE) learning tool.

## EDI IN HE NATIONAL LEARNING TOOL

In May 2021, Minister for Higher Education Simon Harris launched a new EDI in HE E-Learning Tool and we are delighted to offer this comprehensive resource to the RCSI community.

The purpose of the EDI in HE e-learning programme is:

- to raise awareness of how equality, diversity, inclusion and human rights issues permeate organisational culture, and;
- to understand what third level education staff duties are under Irish equality and human rights legislation.

The training is comprised of four modules which take approximately 30-45 minutes each to complete.

- Module 1 is an introductory module which gives you a comprehensive overview of the importance and benefits of EDI and Human Rights and the legal landscape in which Higher Education Institutions operate.
- Module 2 covers Recruitment and Selection and is essential for any staff member involved in the selection process.
- Module 3 looks at meeting the needs of diverse students and best practice tips on fostering equality in teaching and learning settings.
- Module 4 focusses on putting policy into practice.

RCSI EDI developed this bespoke training resource in partnership with IUA, TCD, UCD, UCD, MU, UL, UCC and NUIG . The tool has been reviewed by the Irish Human Rights and Equality Commission (IHREC) and a number of civil society organisations across Ireland.

We hope staff will find the tool useful and that it will build on the knowledge gained through other EDI related courses on offer across the university.

## 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. Eleven women from RCSI completed the Aurora 2020-2021 iteration.

## 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



RCSI staff who participated in the Introduction to Irish Sign Language course celebrate receiving their certificates of completion with teacher, Wendy Murray (centre)

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 RCSI. 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 to deliver training courses in Irish Sign Language (ISL) to staff since March 2019. To date, 36 staff members have taken part in the hour long, weekly training over a 12-week period. Further training courses will take place in the autumn of 2021, including special training for students.

## LÁMH TRAINING

Lámh is the manual sign system used by children and adults with intellectual disability and communication needs in Ireland. Over 50 students joined the Paediatric Society and EDI Unit sponsored Lámh training session in March 2021. Using Lámh signs can reduce frustration, encourage eye contact and attention to movement, and naturally encourage people to slow down

correspondence. As healthcare students, this is an aspect of communication that is critical to learn, particularly in relation to communication stations in exams.

## NEURODIVERSITY

RCSI partnered with AslAm in 2018. We are working towards becoming an Autism Friendly University and hope to achieve this status in 2022. The aim of hosting AslAm’s training initiatives is to dispel myths unaligned with the current advocacy for autism, building awareness and reducing stigma. During 2020, in collaboration with the Paediatric Society and Student Welfare approximately 280 students took part in neurodiversity training delivered by AslAm training specialists.

“(I learned) Acceptance and to understand that there’s no “typical behaviour” to describe people with autism. Everybody is different and unique in their own way. And what might work well with one child is not always going to work for another or even with the same child on a different day”.

Participant

“I think this should be incorporated in the curriculum at some point because it’s crucial for any aspiring healthcare professional or even just human in the world”.

Participant



## 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 2020, over 360 staff had completed Trans 101 training.

### 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).

Further, RCSI, TENI and IADT are collaborating on a unique animation project where the lived experiences and personal stories of trans people in Ireland is transferred to an animated format.

This online learning tool is due to roll out in September 2021.

## 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 2020, 80% of staff reported completion of the online Unconscious Bias training.

### Online Unconscious Bias Training Workshops

Running alongside the online training, a bespoke online classroom-based workshop was delivered to 44 staff and students. This three hour workshop was developed and delivered by chartered psychologist and owner of CMC Business Psychology Ltd, Clare Mulligan-Foster.

"It is okay to have unconscious biases as it is part of human nature and that one should be kind to oneself and learn from past mistakes rather than feel horrible for having made them."

**Participant**

Presented by RCSI Equality Diversity and Inclusion Unit and RCSI Communications Department in partnership with Women on Air and Women in Research Ireland

**ENSURING WOMEN'S VOICES ARE HEARD IN MEDIA**

TIME 12.00 – 13.00 / DATE 5 March 2021  
LOCATION MS Teams

**PANEL DISCUSSION**

Join us in celebrating International Women's Day as we shine a spotlight on the importance of women's voices and expertise in the media. The pandemic has shown why it matters that people in science and healthcare have the skills to communicate through the media. Our expert panel will share their lessons and experience of engaging with the media and address the skills and confidence that makes the difference. Register your interest [here](#)

**Panelists:**

- Dearbhail McDonald**, Moderator, Author, Journalist, Broadcaster & Founding Member of the Equality Expert Group
- Noelle O'Reilly**, Former Producer, Business Person, & Spokesperson for Women on Air
- Dr Sumi Dunne**, General Practitioner & Clinical Lecturer in General Practice, RCSI; Expert on Operation Transformation
- Dr Abigail Ruth Freeman**, Director of Science for Society, Science Foundation Ireland
- Professor Susan Smith**, Primary Care Medicine at RCSI Medical School, General Practitioner & Member of Covid Women's Voices
- Professor Sam McConkey**, Associate Professor & Head of Dept. of International Health and Tropical Medicine at RCSI

Logos: International Women's Day, Women on Air, Women in Research Ireland

## ENSURING WOMEN'S VOICES ARE HEARD MEDIA TRAINING

This training was a follow up to our International Women's Day event on 5 March 2021. This fully subscribed session saw RCSI delegates take part in this invaluable training on Friday, 26 March. This interactive session was led by Margaret E Ward - Journalist, Broadcaster, CEO, Leadership Consultant & Executive Coach. Topics included:

- Increasing your media profile and seeking out opportunities
- Preparing and delivering expert content to the media
- Building techniques, skills and confidence to perform at your best

## 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.

## STEP STUDENT LEADERSHIP PROGRAMME

The StEP Student Leadership Programme consisted of over 70 student leaders participating in this impressive interdisciplinary initiative. The EDI Unit was delighted to be able to participate, with Dr Avril Hutch delivering two sessions on *Why EDI Matters for Leaders*.

Professor Celine Marmion leads the Programme and our EDI contribution aids to translate equality theory into action and opportunity.

"A review of student self-reflections revealed that students particularly benefited from the EDI section, noting the relevance and application of EDI in enhancing their leadership capacity as healthcare professionals – for many of the students, this would have been their first exposure to EDI training. Some commented that they would like to see more EDI training in our curricula."

**Professor Celine Marmion**

## EDI RESOURCE HUB

In 2021, the EDI Unit created the EDI Resource Hub to meet the growing demand for readily available resources on EDI themes and to improve accessibility to the wealth of information the EDI Unit has cultivated since the Unit's inception. The Hub is available through RCSI's Moodle platform and contains a variety of resources available to all staff and students. The content of the Hub includes videos, audio recordings, trainings, reports, peer-reviewed journal articles, recommended readings lists, guidelines, procedures, policies, annual reports and much more. The resources address themes according to the nine protected characteristics set out in the Equal Status Acts 2000-2018, socio-economic status and intersectionality.

## EVENTS

In 2020-21 we hosted a wide variety of events. Many moved online as result of COVID-19 which allowed us to access an even wider audience. Here are just a few highlights, with more events included in the focused EDI sections.

### Balance for Better Business/Accenture Collaboration

The EDI Unit built on its existing partnership with Accenture by collaborating again on a new project. Together with Balance for Better Business, the aim of this project was to design and create a repository of stock photography assets, which showed more gender balance and intersectional diversity in a health sciences and medical setting.

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 originally collaborated to bring Women on Walls to RCSI in 2019.

### Staff Network Festive Gathering

To round off the year of Staff Network activity, the Unit held a Festive Gathering with mince pies and refreshments before the Holiday break in December. This occasion celebrated the networks' achievements during the year, provided an opportunity for colleagues to mingle and to learn about what other networks had been involved in throughout the previous year.

### Intercultural Staff Network Launch

This new RCSI network is an inclusive network that exists to support staff members and Postgraduate Researchers who were born outside Ireland and are normally resident in Ireland. The network gathered expressions of interest over the course of an informal coffee morning on 6 March. The purpose of the Network is to provide a pathway for staff and Postgraduate Researchers to meet other international staff and Postgraduate Researchers, to share experiences, and promote a supportive peer community at work. The Network will also raise awareness of nuanced issues faced by those born outside Ireland across the College at an institutional level.

### International Women's Day 2020

To celebrate International Women's Day, a new collection of nine contemporary photographic portraits of leading academic staff was officially unveiled at RCSI. The portraits, by photographer Amelia Stein, recognise and celebrate the achievements of the extraordinary academic staff at RCSI.

The series was created by Amelia Stein, winner of the RCSI Art Award 2018 in association with The Irish Times and the Royal Hibernian Academy (RHA) Annual Exhibition. Complementing the Women on Walls collection that commemorate historical female leaders in healthcare, the portraits were commissioned by RCSI to enhance female representation across the University and to capture and honour the character and contributions of valued members of staff.

The portraits feature:

- Professor Marie Guidon, Foundation Head of School of Physiotherapy
- Professor Anne Hickey, Professor of Psychology and Deputy Dean for Positive Education
- Kate Kelly, Director Library Services, RCSI Library
- Professor Hannah McGee, Dean of the Faculty of Medicine and Health Sciences
- Professor Zena Moore, Professor and Head of the School of Nursing and Midwifery
- Professor Niamh Moran, Head of School of Postgraduate Studies
- Professor Mary Leader, Head of Department of Pathology
- Professor Tracy Robson, Professor and Head of the School of Pharmacy and Biomolecular Sciences
- Professor Teresa Pawlikowska, Director of Health Professions Education Centre





**RCSI**  
UNIVERSITY  
OF MEDICINE  
AND HEALTH  
SCIENCES

MONDAY  
28 SEPT, 11:00  
WELLNESS DAY



WEIGHT WATCHERS

MONDAY  
28 SEPT, 12:00  
WELLNESS DAY



CHAIR WORKOUT

MONDAY  
28 SEPT, 12:30  
WELLNESS DAY



MEDITATION

TUESDAY  
29 SEPT, 11:00  
AGEING WELL & MEDICAL  
ADVANCES WEBINARS



MEDICINE

TUESDAY  
29 SEPT, 12:00  
AGEING WELL & MEDICAL  
ADVANCES WEBINARS



LIFESTYLE

WEDNESDAY  
30 SEPT, 11:00  
LOOKING AT THE PAST,  
PLANNING FOR THE FUTURE



GENEALOGY

WEDNESDAY  
30 SEPT, 12:00  
LOOKING AT THE PAST,  
PLANNING FOR THE FUTURE



POWER OF ATTORNEY

THURSDAY  
1 OCT, 11:00 AND 19:30  
CAUGHT ON CAMERA  
CONVERSATION & MOVIE  
NIGHT



CAUGHT ON CAMERA

FRIDAY  
2 OCT, 12:00  
OLDER LGBTI PROJECT



BEST4OLDERLGBTI  
PROJECT

**RCSI POSITIVE  
AGEING WEEK  
SEPT 28TH - OCT  
2ND**

**AgeAction**  
For all older people

Despite COVID-19 restrictions, our Age Friendly Staff Network hosted a diverse array of events to celebrate Positive Ageing Week in September/October 2020.

International Women’s Day 2021

The COVID-19 pandemic continues to show why it matters that people in science and healthcare have the skills to communicate through the media. Marking International Women’s Day, an expert panel shared their lessons and experience of engaging with the media and addressed the skills and confidence that make the difference.

The panel was moderated by Dearbhail McDonald (award winning author, journalist, broadcaster and founding member of the Equality Expert Group) and speakers included:

- Noelle O’ Reilly: Spokesperson Women on Air
- Dr Sumi Dunne: GP, Clinical Lecturer RCSI, & Health Expert RTE’s Operation Transformation
- Dr Ruth Freeman: Director of Science for Society, Science Foundation Ireland
- Prof. Susan Smith: Primary Care Medicine RCSI, GP, COVID-19, Women’s Voices
- Prof. Sam McConkey: Associate Professor and Head of Dept. International Health and Tropical Medicine RCSI

This event was presented by RCSI Equality Diversity and Inclusion Unit and RCSI Communications Department in partnership with Women on Air and Women in Research Ireland.

Mental Health in the Irish Traveller and Roma Community

On the 10th of March, RCSI Psychiatry Society welcomed two speakers from Pavée Point to discuss the intricacies of racial and societal stigmatisation and its overlap with mental health in the Irish Traveller and Roma Community. Students also participated in breakout rooms to discuss how community care could be adapted to be more accessible and inclusive to all communities. Pavée Point are External Advisors for the RCSI Race Equality Forum.

Positive Ageing Week 2020

Positive Ageing Week (PAW) is about celebrating the older people in our lives and the contribution they make to our families and our communities. By affording older people, and organisations working at a community level the opportunity to tell their stories, PAW can help in enabling these voices to influence new strategies on ageing. The Age Friendly Staff Network in collaboration with Age Action celebrated Positive Ageing Week 2020, with a full week of online activities. Age Action is a charity, which promotes positive ageing and better policies and services for older people. Working with, and on behalf of older people they aim to make Ireland the best place in the world in which to grow older. Events included an Ageing Well Webinar with Theresa Keane, Alan Moore & David Williams and Caught on Camera, a drop in conversation on images that inspire or have meaning for the beholder.

In December 2019, RCSI became the second Age Friendly University (AFUN) in the country.

SPOTLIGHT - LGBTI+

The RCSI Pride Network and Student Pride Society provide an inclusive forum which supports the LGBTQI+ community at the University. Its purpose is to provide a way for LGBTI+ staff and students to get to know each other through formal and informal events and feel part of a welcoming LGBTI+ community at RCSI. It also raises awareness and visibility of LGBTI+ issues across the University, at an institutional level.

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. A popular and engaged network, the membership continued to grow throughout the year. In February 2021, Justin Murphy, was elected chair of the Pride Network by its members.

“It is extremely important that any LGBTI+ individual can feel welcome, safe, and supported in their workplace. We’ve built a network of LGBTI+ members and allies and it is something that makes me really proud. Being part of this network and having true visibility in our workplace allows people to be themselves, and with that freedom, to grow and develop to be the best they can be at RCSI”

Justin Murphy, Pride Network Chair

Student Pride Society

The RCSI Student Pride Society was launched in 2015 and holds regular LGBTQI+ events on campus including talks with local queer organisations, a Virtual Pride Celebration, and journal club in collaboration with the Student Medical Journal. The Network also supports the staff Pride Network and TENI in their multiple TENI Trans 101 Trainings throughout the year.

“Throughout the last few years we have tried to bring a variety of both whimsical and educational events to campus – and this year have gone completely virtual!”

Julie Croll, Pride Society President

ANNUAL PRIDE CELEBRATION

The Network’s landmark event is Dublin Pride. The EDI Unit first celebrated Dublin Pride in 2018, a collaboration with training partner Transgender Equality Network Ireland (TENI) producing a half day event - Pride Breakfast. In 2020, due to the pandemic, RCSI’s Pride celebration went successfully online.

Pride 2020

RCSI’s Pride Staff Network launched their week of online events in June to mark the worldwide celebration of the LGBTI+ community and its struggles against homophobia, prejudice and stigma.

The weeks of preparation led to activities ranging from a Pride themed table quiz to a Friday evening Zumba class to have staff moving into the official online Dublin Pride parade. The Network was proud to promote and uphold the #RCSIproudtogether

9am, FRIDAY  
18 JUNE



RAISING OF PRIDE  
AND TRANS FLAGS

MONDAY  
21 JUNE



STUDENT PRIDE SOCIETY  
PLAYLIST & READING LIST

5.30pm, MONDAY  
21 JUNE



PRIDE ZUMBA

6.30pm, TUESDAY  
22 JUNE



MYHEALTH: LGBT+  
HEALTH - TRANSGENDER  
HEALTHCARE

1pm, WEDNESDAY  
23 JUNE



PRIDE YOGA FLOW

5.30pm, WEDNESDAY  
23 JUNE



RCPI'S LGBTQ+ HEALTH  
AND WELLBEING:  
PATIENTS, PARENTS AND  
PHYSICIANS

12pm, THURSDAY  
24 JUNE



THE LIVING LIBRARY

FRIDAY  
25 JUNE



INSPIRE BAKE WITH  
PRIDE WINNER

4.30pm, FRIDAY  
25 JUNE



MARGIE'S  
PRIDE QUIZ



#RCSIproudtogether  
PRIDE 2021, JUNE 18 – 25

theme and collaborate with TENI, the Student Pride Society, INSPIRE, the RCSI Gym, and June’s bulletin mail out especially dedicated Pride 2020.

Pride 2021

The RCSI MyHealth Lecture Series aims to demystify common health concerns by drawing expertise and insight from our team of researchers and international health experts at the cutting-edge of medical and healthcare developments. To mark Pride 2021, the series focused on MyLGBTI+ Health: Transgender Healthcare. The aims were to provide a historical context of transgender healthcare services in Ireland, to detail the current diagnostic tools and psychological assessments available, to discuss the mental health challenges and obstacles faced accessing treatment, and to outline how best to support healthcare professionals through training and awareness raising conversations.



The expert panel included:

**Dr Seamus Duffy** General Practitioner and Clinical Lecturer RCSI; **Dr. Caroline Kelleher**, Lecturer and Sexual Health Researcher, Department of Health Psychology, Division of Population Health Sciences RCSI; **Vanessa Lacey**, Health and Education Manager, TENI; **Dr Karl Neff**, Consultant Endocrinologist, National Gender Service and was chaired by **Prof Steve Kerrigan**, Deputy Head of the School of Pharmacy (Research), Associate Professor in Pharmacology and Head of the Cardiovascular Infection Research Group which is part of the Irish Centre of Vascular Biology.

Other Pride activities and campaigns throughout the year included:

### NATIONAL GALLERY TOUR

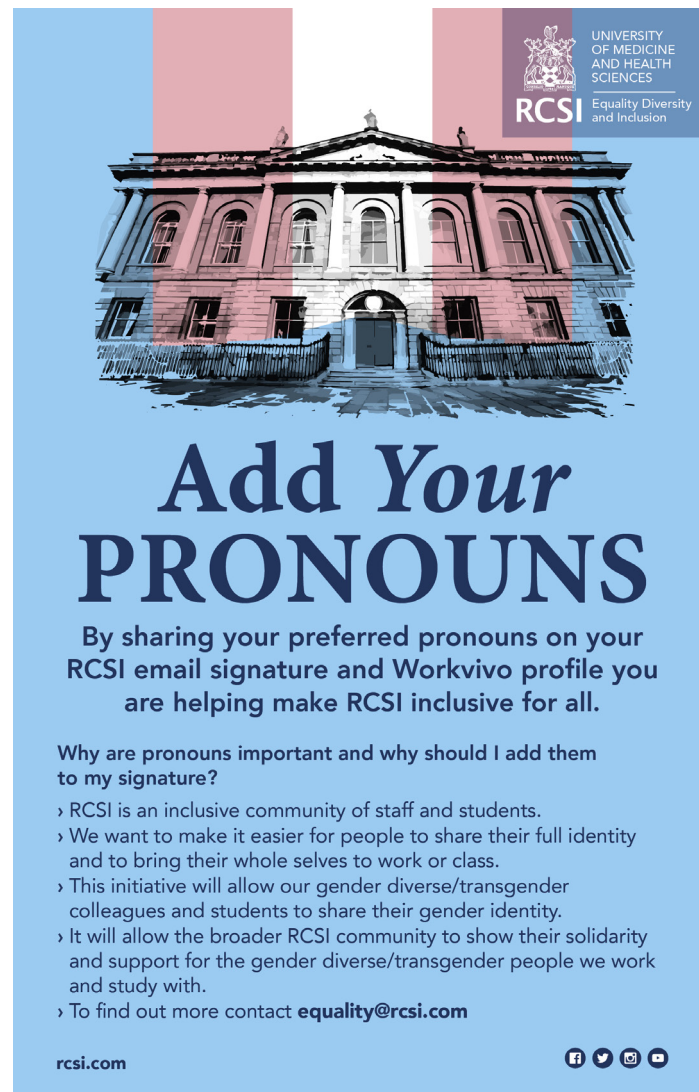
In March 2020, just prior to COVID-19 restrictions, the Network met for the tour in the National Gallery of Ireland's Through a Lens tour: LGBTQIA+ which involved seeing the artwork and history of the artist or subject matter exploring parts of the national collection through a Lesbian, Gay, Bisexual, Transgender, Queer, Intersex and Asexual (LGBTQIA+) lens to bring untold stories to light. This collection of works hopes to create a more welcoming space for LGBTQIA+ visitors in the Gallery by highlighting their community's history.

### WORLD AIDS DAY

The theme for World AIDS Day 2020 (WAD) – Ending the HIV/AIDS Epidemic: Resilience and Impact was especially poignant this year as our HIV community had been newly challenged by, and often led the response to, COVID-19 in communities around the globe. COVID-19 has not only forced us to adapt our response to HIV/AIDS in communities to ensure continuity of services, but also reinforced the urgency of ending the HIV/AIDS epidemic around the world.

HIV Ireland is at the frontline of policy development and in lobbying and campaigning on issues around HIV, sexual health and the promotion of human rights and equality for people living with HIV. They have created great impact by using data to deliver high quality, people-centered HIV prevention and treatment services to those most in need, tackling stigma and discrimination, and empowering communities. It reaffirms the essential role of resilience, which enables individuals and communities to meet the challenge of HIV/AIDS even in times of adversity.

Adam Shanley, MPOWER Programme Manager at HIV Ireland, delivered a virtual webinar in December 2020 to mark WAD with 20 staff and students. This timely awareness raising initiative highlighted ways to reduce HIV stigma and promote prevention, testing, and treatment.



**Add Your PRONOUNS**

By sharing your preferred pronouns on your RCSI email signature and Workvivo profile you are helping make RCSI inclusive for all.

**Why are pronouns important and why should I add them to my signature?**

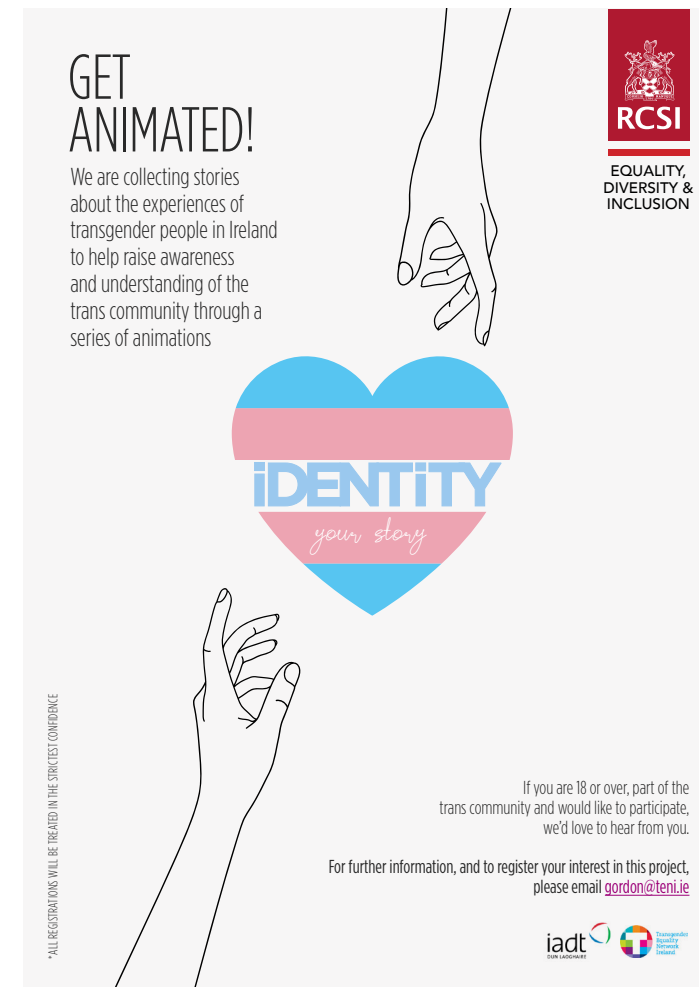
- › RCSI is an inclusive community of staff and students.
- › We want to make it easier for people to share their full identity and to bring their whole selves to work or class.
- › This initiative will allow our gender diverse/transgender colleagues and students to share their gender identity.
- › It will allow the broader RCSI community to show their solidarity and support for the gender diverse/transgender people we work and study with.
- › To find out more contact [equality@rcsi.com](mailto:equality@rcsi.com)

rcsi.com

### ADD YOUR PRONOUNS

In 2018 RCSI developed a dedicated Gender Identity and Expression Policy to support non-binary staff and students and established the RCSI Pride Network to support non-binary/LGBTI+ staff and students. This was a key output of the EDI Action Plan and our institutional Athena SWAN Bronze Award. An outstanding Athena SWAN action was including the option of preferred pronouns (he/him/his; she/her/hers; they/them/their) in email signatures. While this initiative supports non-binary staff and students, it has also been shown to provide significant benefits in institutions with international staff and students, whose gender may not be clear based on their name alone.

The EDI Unit, RCSI Pride Staff Network and RCSI Student Pride Society trialled the initiative with their membership in April 2021 on receiving SMT approval. The pilot was very successful and subsequently rolled out university-wide in May. In addition, the facility to add personal pronouns to the internal communications platform, Workvivo, was activated and also included in the roll out.



**GET ANIMATED!**

We are collecting stories about the experiences of transgender people in Ireland to help raise awareness and understanding of the trans community through a series of animations

**IDENTITY**  
*your story*

If you are 18 or over, part of the trans community and would like to participate, we'd love to hear from you.

For further information, and to register your interest in this project, please email [gordon@teni.ie](mailto:gordon@teni.ie)

\*ALL REGISTRATIONS WILL BE TREATED IN THE STRICTEST CONFIDENCE

iadt

### TENI TRANS 101 ANIMATION PROJECT

In 2020 RCSI, NUI Galway and Cork Institute of Technology (now Munster Technological University) were awarded funding to develop a Trans 101 roadshow in partnership with Transgender Equality Network Ireland. Due to COVID-19 restrictions this programme was indefinitely postponed and following agreement from the Athena SWAN Finance Committee the funds were repurposed to develop a Get Animated! Trans animation series. The Institute of Art, Design and Technology (IADT) joined the project and is working with TENI and RCSI to develop a series of animations about the lived experiences of transgender and gender diverse adults. The animations will be used to support TENI's trans awareness training and to influence people's understanding and empathy about the lives and experiences of trans people. The hope is that the animations will promote meaningful acceptance and inclusion of trans and gender diverse people. They are due to premiere in autumn 2021.



## STRATEGIC OBJECTIVE 5 – COMMUNITY

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

### STAFF NETWORKS

#### 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 issues, and provide a space for information sharing and peer support for staff. The following EDI Staff Networks were active in 2020:

#### 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. Leonie Heskin chairs this network and Kieran Ryan is SMT Champion.

#### Positive Ageing Week (PAW)

The network hosted Positive Ageing Week (PAW) in Sep/Oct 2020. The week consisted of a comprehensive programme of online activities. Some of those included:

- Weight Watchers Guide to Diet and Motivation
- Meditation and Body Scan with Pádraic Dunne
- Ageing Well Webinar with Theresa Keane, Alan Moore & David Williams
- Wills, Power of Attorney and Advanced Healthcare Directives with Lorna Murphy
- Best4OlderLGBTI Project with Billy O’Keefe, Age Action
- Produced booklet entitled ‘I Hope You Dance’, a collections of thoughts and inspiration from colleagues university-wide

The Unit and Network also supports an initiative to foster and actively maintain relationships with the Active Retirees Group, which meets 6 times per year.

**Pride Network** See spotlight on page 37.

#### 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.

#### International Men’s Day

To mark International Men’s Day, the EDI Unit hosted two exciting new events!

An information awareness webinar with Problem Gambling Ireland, entitled ‘Beating the Odds: A Gambling Harm Recovery Story’ - and a Virtual Gait Analysis Consultation.

Barry Grant, CEO and Founder of Problem Gambling Project hosted a conversation with Tony O’Reilly co-author of ‘Tony 10: The astonishing story of the postman who gambled €10,000,000 and lost it all’. This awareness raising conversation highlighted the increasing prevalence of harm caused by gambling and the excellent support and advice that can make it possible to heal from this addiction.

RunLogic, a specialist footwear outlet in Dublin’s Temple Bar facilitated free, personal, virtual gait analysis consultations to all staff who were interested.

#### Women’s Network Re-Launch

The RCSI Women’s Staff Network was re-launched in 2020 with a Lunch and Learn workshop. The re-launch featured two key themes: setting up powerful staff networks and a Women’s Higher Education Network workshop, “(WHEN) We Own It”.

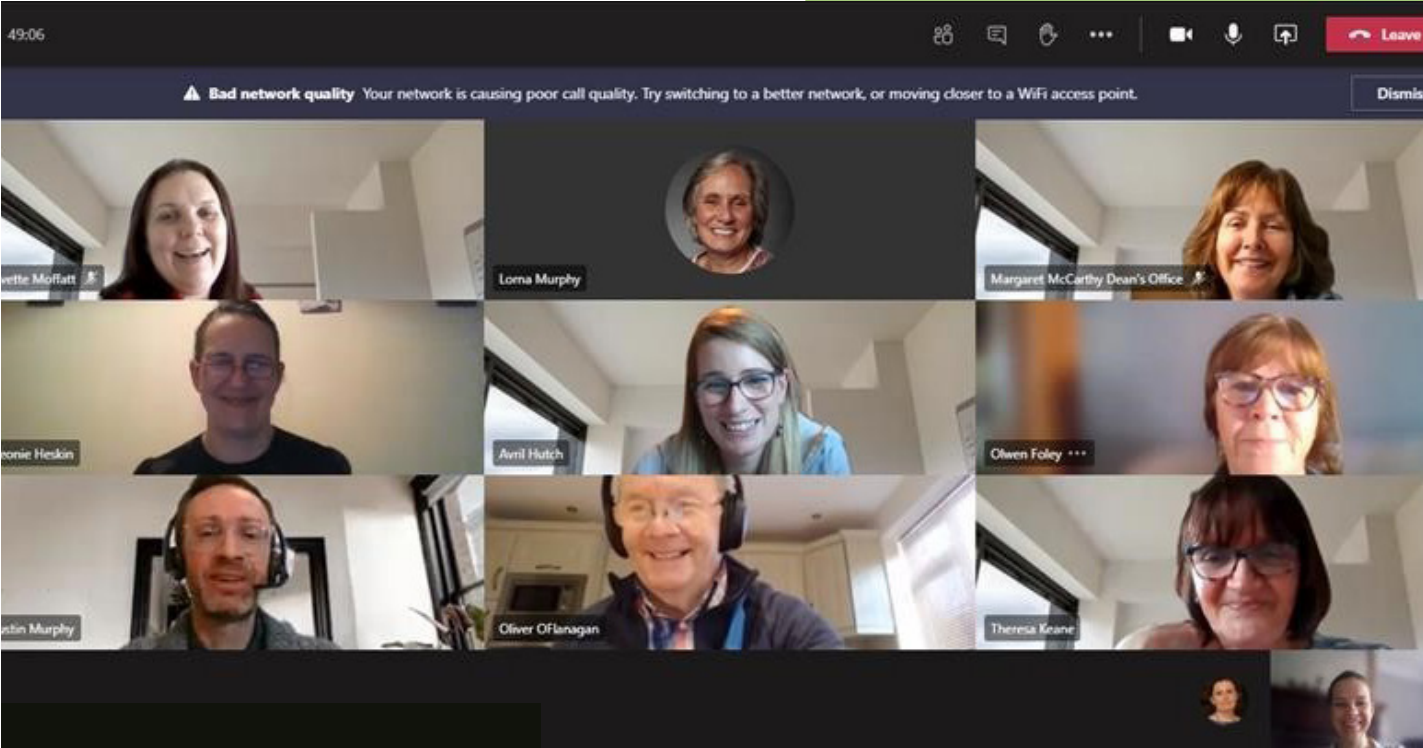
Firstly, Madiha Sajid from University College London presented case studies from women’s networks across higher education, highlighting what factors contribute to running a successful network, what challenges to expect and how to overcome them, and how a women’s network supports Athena SWAN aspirations. Secondly, Ms Sajid delivered a workshop to help women create strategies to narrate accomplishments in a simple yet powerful manner. It covered topics such as responding to praise and how RCSI can enable staff to highlight their successes.

The Network is open to all staff members who are interested in women’s leadership at RCSI, to share best practice, insights and experiences. In particular, those who completed the Aurora Leadership Development Programme. In 2021, a new Leadership Group was established within the Women’s Network with Prof Tracy Robson as SMT Champion. The network is now led by co-chairs Louise Keating and Jamie O’ Sullivan, and supported by staff Network Champions Isabela Aparicio, Claire Briant, Judith Coppinger, and Joan Ni Gabhann – Dromgoole. Plans are in motion for exciting events for the rest of the year, including an ‘RCSI Soapbox Science’ as the third event in the “Ensuring Women’s Voices are Heard” series.

#### Parents and Carers’ Network

The purpose of the Parents & Carers’ (P&C) Network is to provide a platform where staff can gather, share experiences and foster a supportive peer community for those managing parenting and caring responsibilities alongside work.

Jennifer Cullinane, RCSI Director of Finance, leads the P&C Network. Simon Horne, Catriona Bradley, Adam Roche and Catriona Campbell represent the members as Network Champions.



Members of the Age Friendly Staff network meet over MS Teams during lockdown

The P&C Network holds monthly online get-togethers the last Thursday of the month with a new topic for discussion every month. These get-together’s seek to achieve a balance in terms of addressing parents and carers’ needs and interest areas.

In April 2021, the network welcomed Dr Trudy Meehan, a psychologist and lecturer with RCSI’s Centre of Positive Psychology and Health. Dr Meehan shared her research on the importance of self-compassion, especially while navigating the COVID-19 pandemic, and guided a short practice for the session participants.

### COMMUNICATIONS

RCSI EDI featured in a number of national press articles in 2020-21. Some examples are:

- ‘Crucially important’ more expert women are heard in media, event hears <https://www.irishtimes.com/news/ireland/irish-news/crucially-important-more-expert-women-are-heard-in-media-event-hears-1.4502623>
- The role of the RCSI in global surgery <https://www.imt.ie/features-opinion/role-rCSI-global-surgery-02-07-2020/>

#### Social Media

The EDI Unit cultivates engagement with our broader audience through Twitter. In the past twelve months (June 2020 - June 2021), the EDI Twitter account garnered:

- 156,293 impressions
- 4,916 profile visits
- 216 mentions
- Surpassed 1,000 followers in May 2021

The EDI Unit has recently branched into the world of Instagram; find us by our handle, @rcsi\_edi.



## SPOTLIGHT - ACCESS FOR ALL

RCSI is committed to building an inclusive learning environment so that all students and staff can reach their full potential. RCSI is further committed to the provision of ‘reasonable accommodation’ as a response to meet individual needs and, as far as possible, to enable full access and participation for all students and staff with a disability.

### 1. ACCESS FOR ALL FORUM

The RCSI Access for All Forum was first established in 2018 and re-launched in 2021. The RCSI Access for All Forum is open to all staff and students and includes, but is not limited to, people with physical, sensory and ‘invisible’ impairments, autistic and neuro-divergent people, people with learning difficulties, people who experience mental and emotional distress, and people living with chronic illness.

The role of the RCSI Access for All Forum is to:

- Provide a safe space for discussion of disability issues arising in the RCSI.
- Share information and ideas relevant to disabled staff and students.
- Draw on the expertise and experience of disabled staff and students, to ensure that we are involved in decision making and policy development at RCSI.
- Work with disabled individuals and groups within the University, to promote equality, inclusion, and opportunity for all University staff and students.

The Forum is responsible for the finalisation, implementation and monitoring of a dedicated Access for All Action Plan and Policy. The Forum will also work to establish RCSI as an Autism Friendly University. It seeks to ensure RCSI effectively supports all staff and students and fulfils DES, IHREC and National Disability Reporting requirements as follows:

1. Undertake consultation with staff and students with disabilities on RCSI current supports for staff and students with disabilities.
2. Identify and deliver relevant disability support training for RCSI staff and students.
3. Review and finalise a dedicated Access for All/Disability Policy consistent with the national law and National Disability Authority guidelines which sets out clear lines of responsibility, active responses, institutional reporting and regular review.
4. Develop a public awareness campaign around issues surfaced by the Action Plan, and to support those who might be affected.
5. Establish an easy to use report and support tool for students and staff to disclose and report incidents anonymously, which would be reflected in a high level of awareness and understanding among both students and staff.

Access for All Forum Members 2021-23	
Anna Whitaker	Students' Union
Aoife Gilligan Quinn	COMPPAS
Aoife McCabe	DEM
Bryan Sheils	Estates
Cara McVeigh	Conferences & Events
Carmen Jeanette Stepek	Postgrad
Céleste Golden	Admissions
Colin White	IT
Collette Power	Estates
Corriena Brien	Student Services
Darren O'Leary	Estates
David Harris	Student Services
Eliska Komarkova	Library
Emer O'Brien	Clinical Academic
Hannah Wilson	DEM
Hoikiu Katrina Law	DEM
Jacinta Burke	COMPPAS
Julia Morrow	EDI Unit (Chair)
Justin Murphy	EDI Unit
Kate O'Sullivan	Communications
Kenneth Purtell	IT
Lauren Li	DEM
Maire Ryan	Human Resources
Maria Kelly	Outreach
Olivia Jagiella-Lodise	Undergrad
Owen McCarthy	AV
Ruth Meredith	IT
Tony Temple	Communications

### 2. AUTISM FRIENDLY UNIVERSITY

In January 2021, RCSI began work to become a recognised Autism Friendly University

AslAm Founder and CEO, Adam Harris, joined our Access for All Forum meeting in February to share his insights on how to create an Autism Friendly University (AFU). We will be collaborating with Adam and his colleagues in AslAm throughout the year with a view to achieving Autism Friendly University status in early 2022. To become an AFU, the EDI Unit and the membership of the Access for All Forum will collaborate on submitting an application and will also incorporate a multi-year action plan and policy for staff and students. Ms Fiona Early, the Autism-Friendly Coordinator at DCU, joined the April meeting of Access for All. Ms Early spoke about what it means to become an Autism-Friendly University and shared the experience of implementing actions and policies, as DCU became the first Autism-Friendly University. We believe that by developing the capacity of the autism community and addressing the societal barriers to inclusion we can make Ireland the world's most autism-friendly country. To the right are the Principles required to become an AFU.

### 3. WIDENING PARTICIPATION - STUDENTS

RCSI participates in the Higher Education Access Route (HEAR), which supports school leavers from socio-economically disadvantaged backgrounds and the Disability Access Route to Education (DARE) which supports students applying to RCSI with a disability. School leavers applying through the CAO, who provide the necessary evidence relating to their socio-economic circumstances and/or disability, are eligible to compete for places allocated on a reduced points basis through the HEAR and DARE schemes.

RCSI reserves approximately 6% of School Leaver places for students applying under the DARE Scheme.

- RC001 Medicine x 2 reduced points DARE places.
- RC004 Physiotherapy x 1 reduced points DARE place.
- RC005 Pharmacy x 2 reduced points DARE places.

RCSI is committed to providing an accessible, non-discriminatory learning environment within a student community where there is full and equal inclusion and participation for all. The RCSI Access Officer is based in the Centre for Mastery: Personal, Professional and Academic Success (CoMPPAS) office.

Students seeking assistance with access to learning and/or facilitation of learning, due to a registered disability, an ongoing significant medical condition or a learning difficulty, are provided with confidential advice and practical resources.

The primary objective of the RCSI learning access and facilitation (LAFS) team is to remove, in so far as possible, any substantial disadvantages or impairments to learning. The LAFS team assesses students requirements with a view to providing, where possible, appropriate resources and measures to facilitate the achievement of each student's academic and professional goals.



### 4. CREATIVE ARTS SUMMER SCHOOL (CASS) PROGRAMME

In March 2021, we were delighted to welcome 60 participants from across Ireland to join us for Creative Arts Summer School (CASS) Programme. Funded by the Department of Education and Skills Programme for Access to Higher Education (PATH) fund – this programme is a collaboration between the National College of Art and Design, Trinity College Dublin, Marino Institute of Education, University College Dublin, Institute of Art, Design and Technology, RCSI and MTU Crawford College of Art. Students had the opportunity to participate in a virtual programme that included a range of explorative creative arts workshops, campus tours, admissions information, creative course options, academic, financial, disability and learning supports and guidance on creative career opportunities. Workshops were led by experienced creative arts tutors from across the participating colleges and student met access student ambassadors who spoke about their own creative journeys.

The Creative Arts Spring / Summer School (CASS) provides RCSI with an opportunity to engage with students considering further and higher education. RCSI's SIM & Library Team, together with current and graduate RCSI students deliver workshops where creativity, the art and the science of medicine is explored. It's a real case of “if you can see it you can be it” in action.

**Céleste Golden MBA, Admissions Officer**



## 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

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.

 **AdvanceHE**

### 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.

 **AgeAction**  
For all older people

### 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 University Global Network**

### 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 Brían 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.

 **ahead**  
Association for Higher Education Access & Disability

### 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.



### 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, and now Oluchi Porter 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 Ebon 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.



### DUBLIN RAPE CRISIS CENTRE

Since 1979, The Dublin Rape Crisis Centre has worked to prevent the harm and heal the trauma of sexual violence. We work with people who have experienced sexual assault, rape or childhood sexual abuse. They also advocate on behalf of survivors of sexual violence to help ensure that they have access to responsive and sensitive services provided by law enforcement officials, medical personnel and the courts. Sexual violence is a serious public health and human rights issue with both short and long-term consequences for those affected. The Dublin Rape Crisis Centre has been at the forefront of the Irish response to sexual violence for more than 40 years.



### 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 Network Against Racism

INAR (Irish Network Against Racism) is a national network of over 100 anti-racism civil society organisations which aims to work collectively to highlight and address the racism in Ireland through the promotion and monitoring of Irish, EU and global trends and anti-racist initiatives.





## PAVEE POINT

Pavee Point Traveller and Roma Centre is a national NGO committed to the attainment of human rights for Irish Travellers and Roma as minority ethnic groups experiencing discrimination, exclusion and marginalisation in Ireland. We are delighted that Pavee Point have come on board as External Advisors for the Race Equality Forum. Lynsey Kavanagh, Health Policy Analyst and colleague Mary Brigid Collins have acted as external advisors to the race equality work of the university, including in reviewing the race equality action plan.



## 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.



## LGBT IRELAND

LGBT Ireland is a national organisation underpinned by localised knowledge and responses. Together with their network members, they provide support, training, and advocacy which aims to improve the lives of LGBT+ people across Ireland. The service was established in 2010 by seven local LGBT helplines, who shared a vision to create an infrastructure to enable

them to offer support and information nationally through their network of trained volunteers. Today LGBT Ireland offers a comprehensive range of services which provide support and information on issues relating to sexuality and gender identity.



## 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

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.



Women on Air (WoA) is a not-for-profit organisation dedicated to promoting gender equality on the airwaves in Ireland. Established since 2010, WoA have provided media training and advice to 70 women. Most recently, the organisation has recently launched a 'media database' of women who are ready, willing and able to contribute to broadcast media opportunities. In its submission to the Citizens' Assembly 2020, WoA also called

for the introduction of measurement and reporting of gender balance on publicly funded media, and for funding allocations to be linked to agreed targets being met.



## 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 2019. These scholarships will continue to be awarded annually.



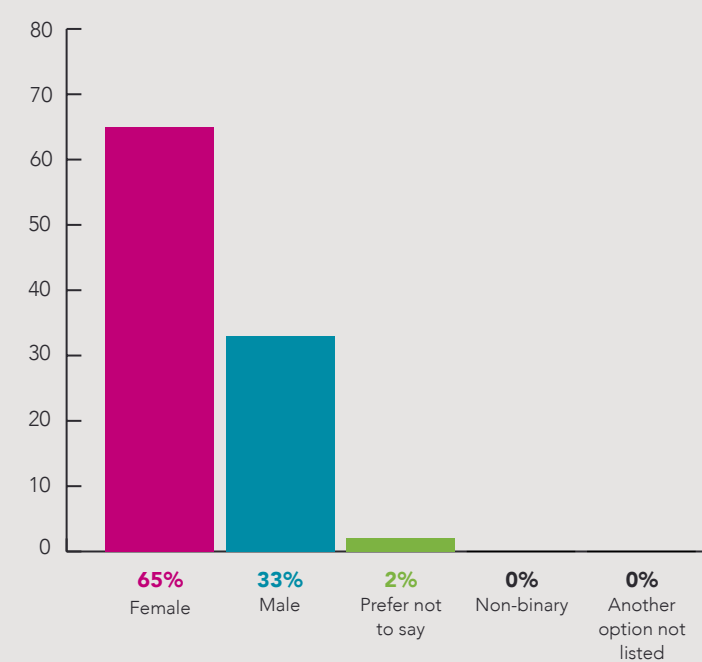
## APPENDICES

### ABOUT US

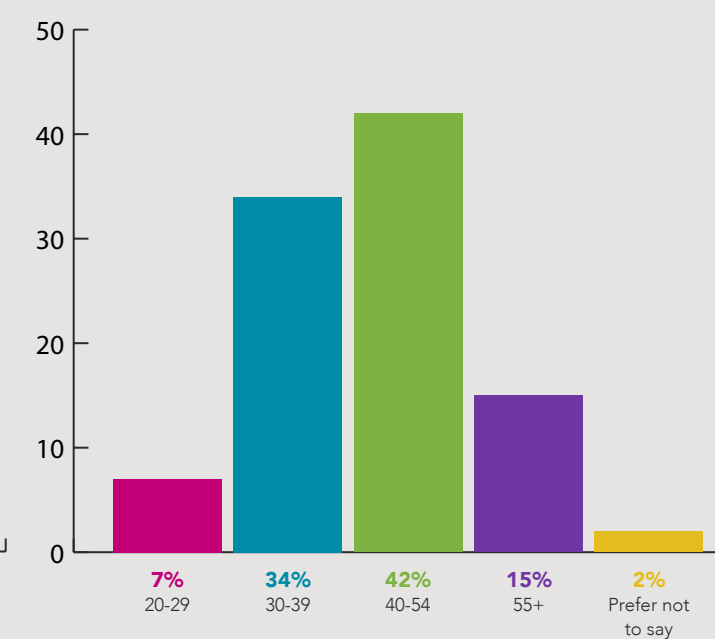
#### STAFF PROFILE

In the 2020 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 December, and garnered a 44% response rate.

WHAT IS YOUR GENDER?

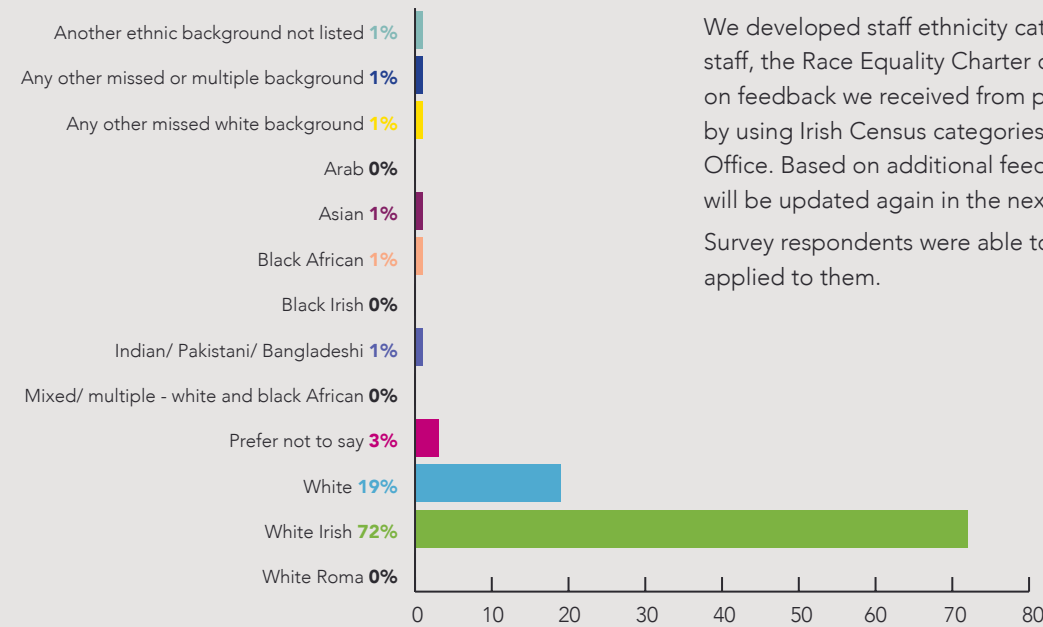


WHAT IS YOUR AGE?



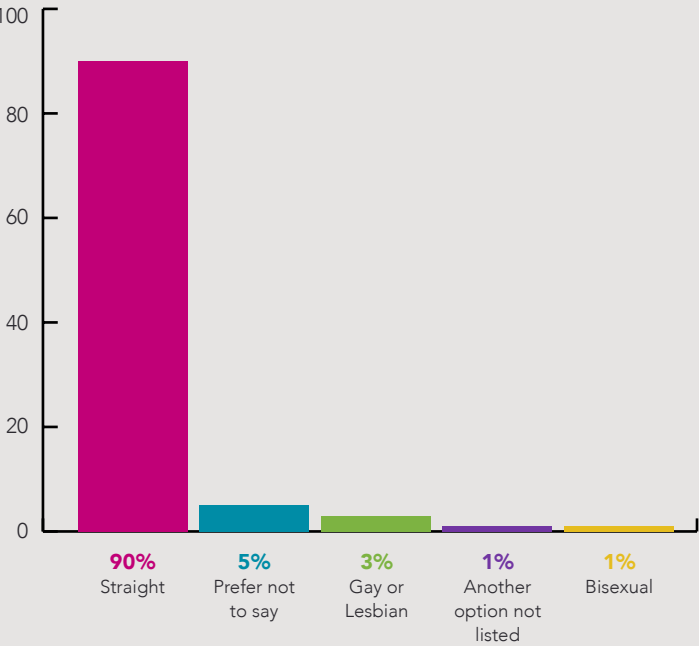


WHAT IS YOUR ETHNICITY?



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.

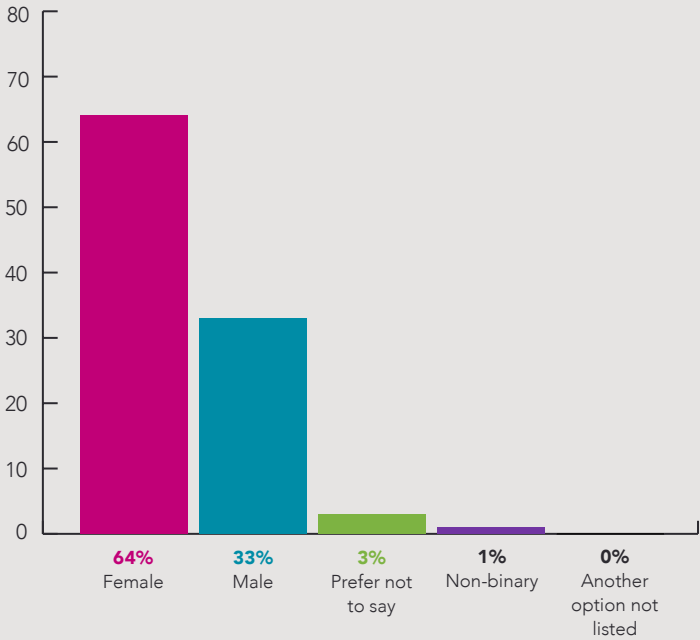
WHAT IS YOUR SEXUAL ORIENTATION?



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.

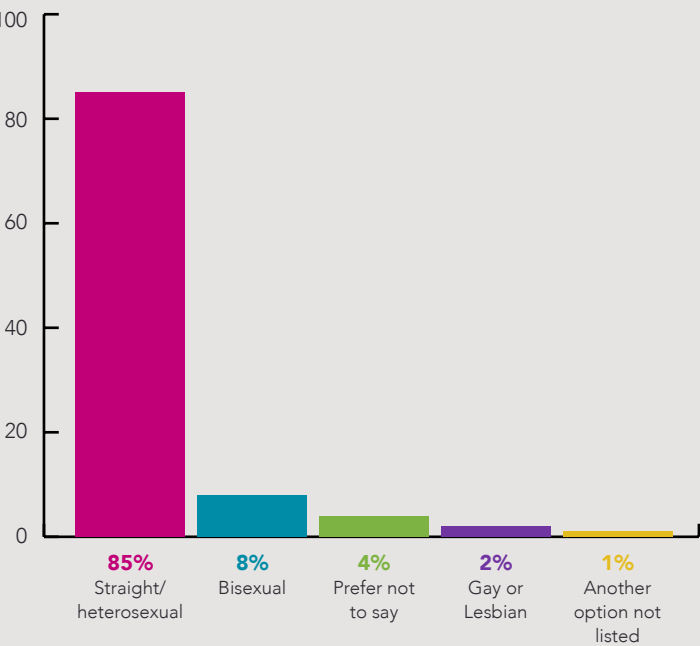
WHAT IS YOUR GENDER?



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.

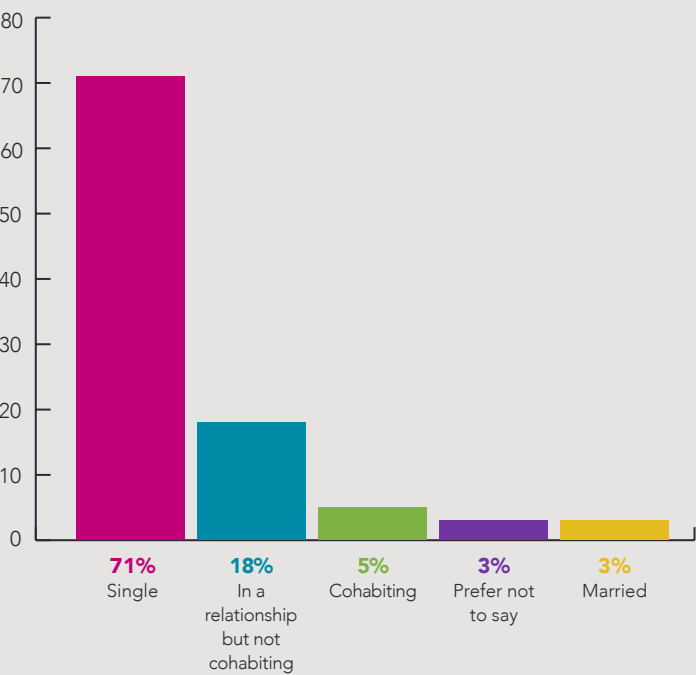
Students were asked in a separate question if they identify with the same gender as they were assigned at birth. No students reported this. One percent of respondents chose the “prefer not to say” option (n=2).

HOW TO IDENTIFY YOUR SEXUAL ORIENTATION?

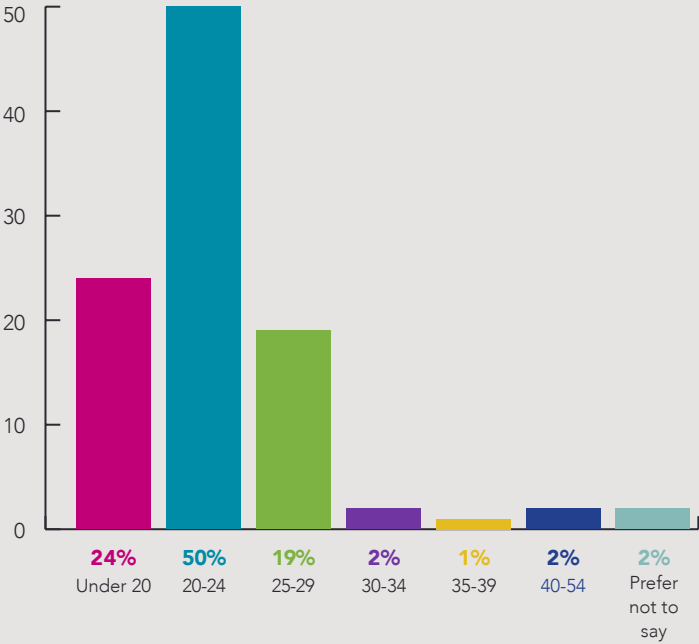




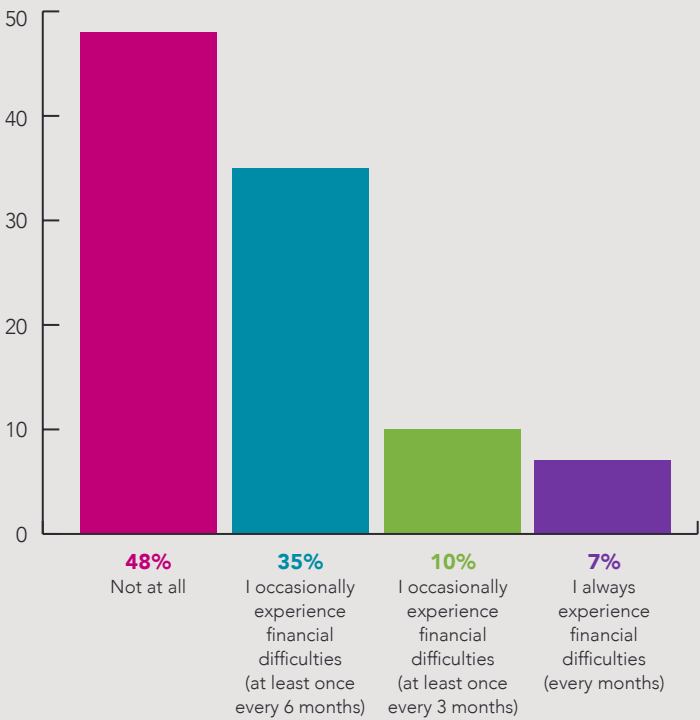
WHAT IS YOUR CIVIL STATUS?



WHAT IS YOUR AGE?

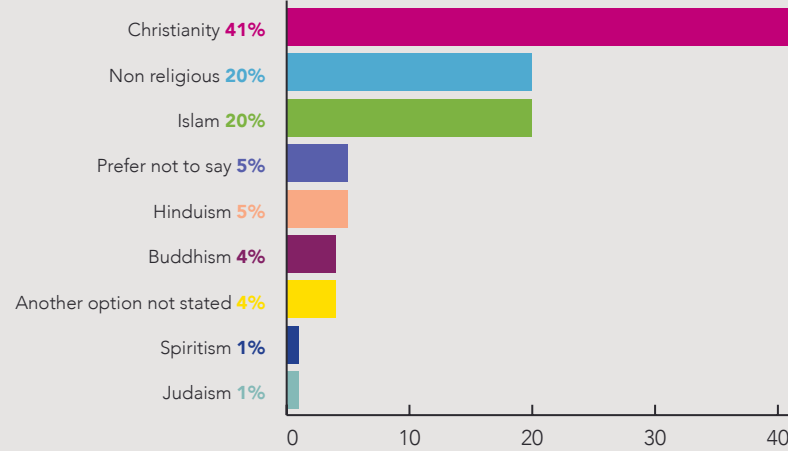


TO WHAT EXTENT ARE YOU EXPERIENCING FINANCIAL DIFFICULTIES WHILE A STUDENT?



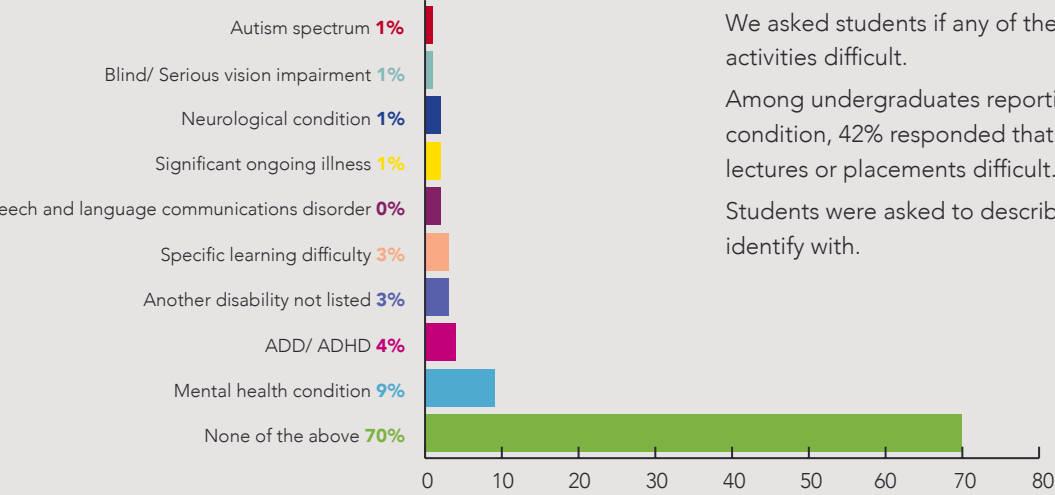
To gain a better understanding of students’ financial situation separate from their socioeconomic background, we also asked if they ever faced financial difficulties while at RCSI. More than half of undergraduate students experience financial difficulties at some point.

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.  
  
One student reported their religion as Spiritism and another as Judaism.

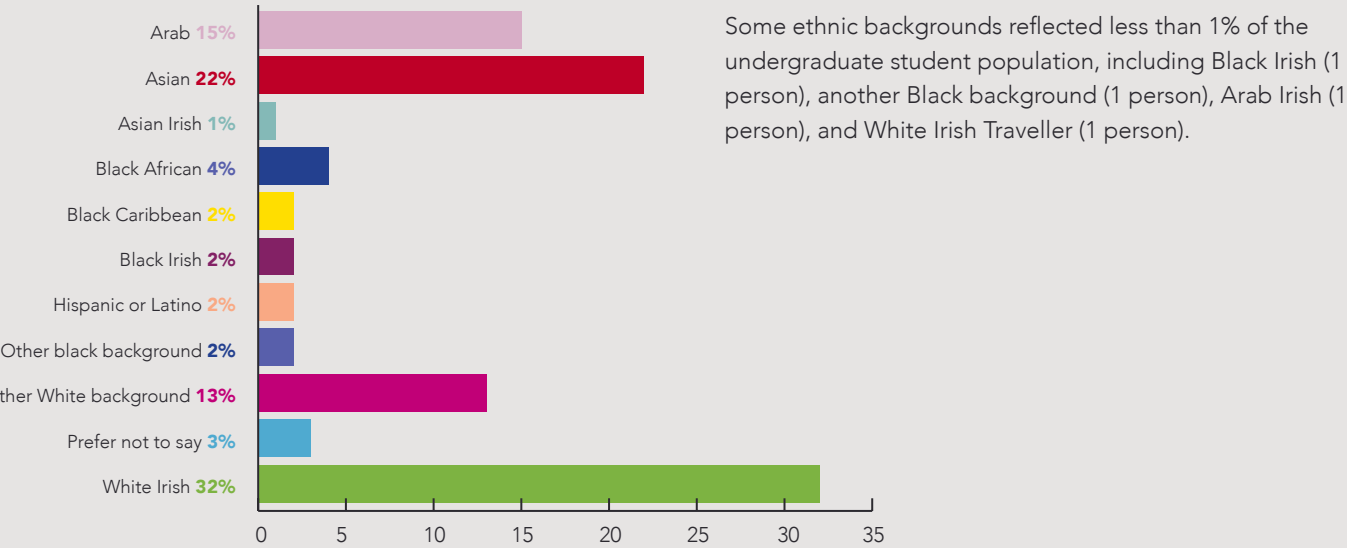
LONG-LASTING DIFFICULTIES OR CONDITIONS?



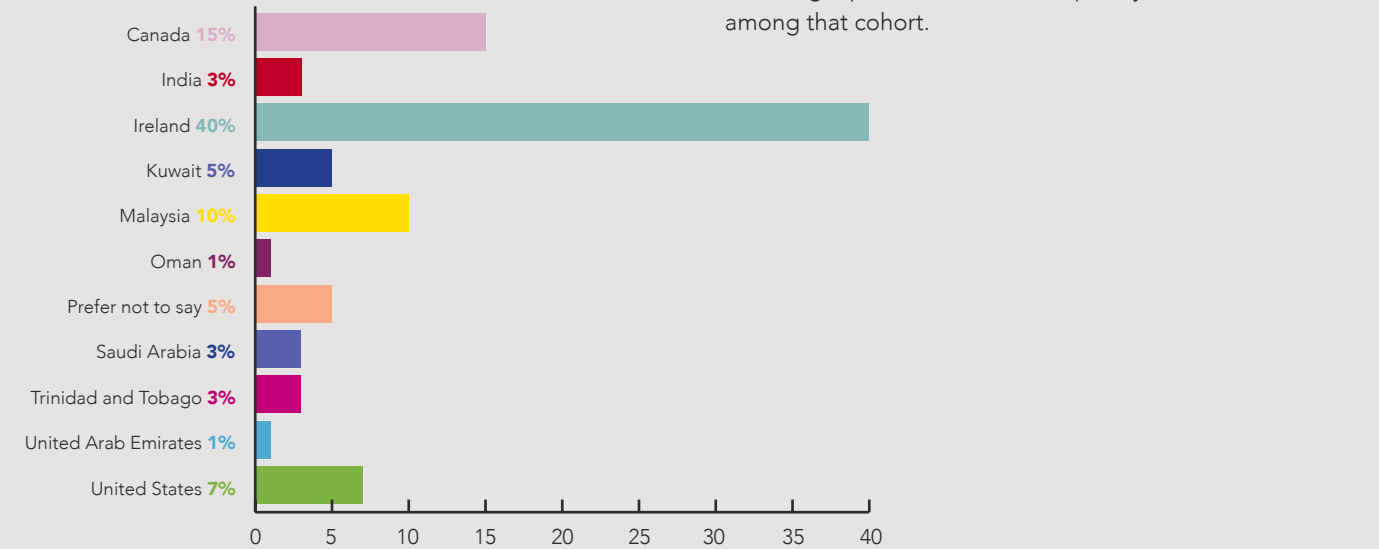
We asked students if any of these conditions made certain activities difficult.  
  
Among undergraduates reporting a long-lasting difficulty or condition, 42% responded that it made attending classes, lectures or placements difficult.  
  
Students were asked to describe which ethnic backgrounds they identify with.



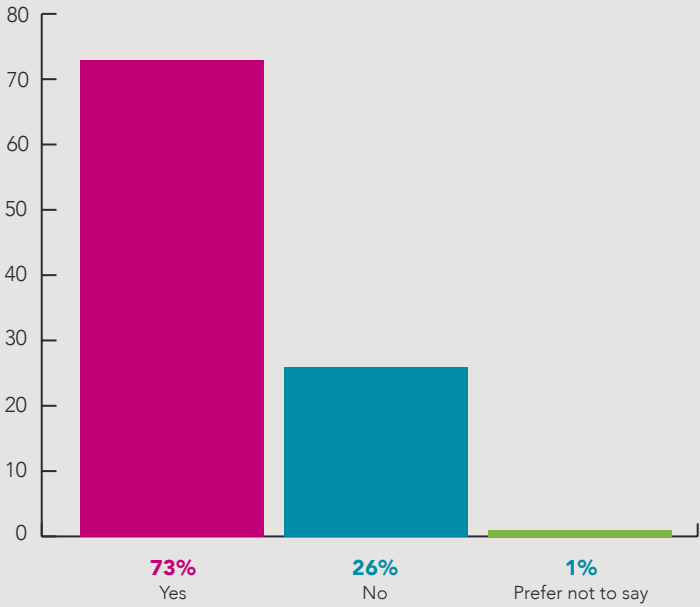
WHAT ETHNIC BACKGROUND(S) DO YOU IDENTIFY WITH?



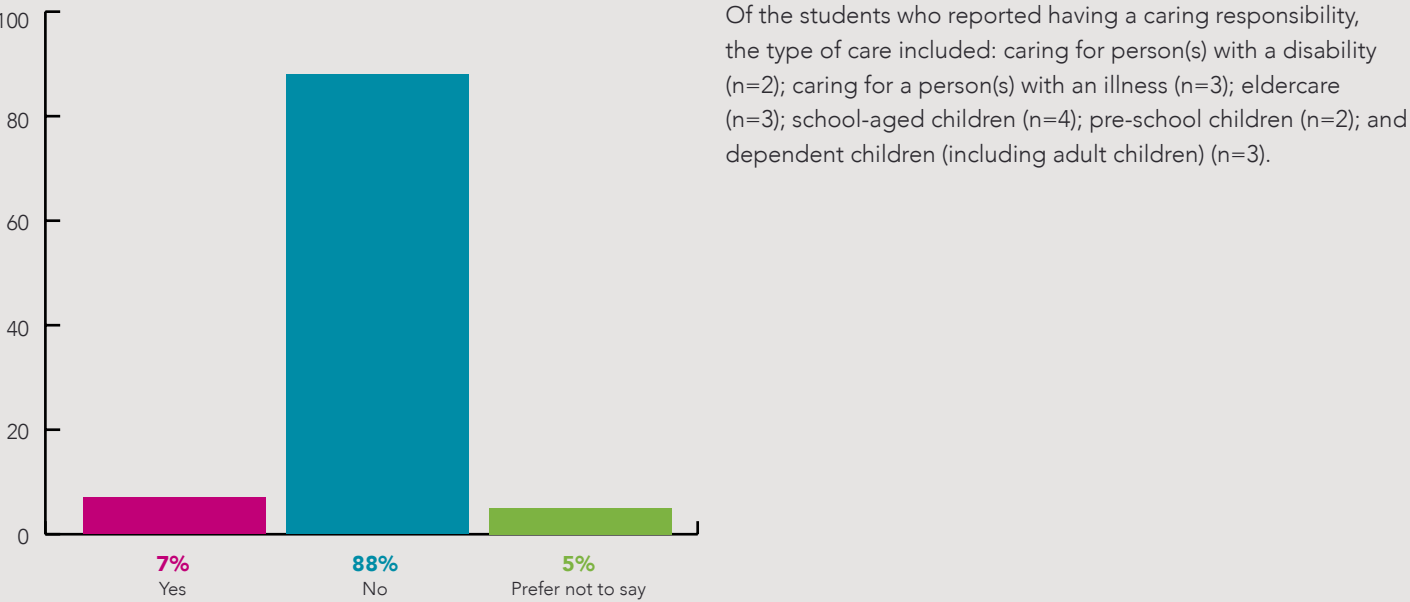
WHAT IS YOUR NATIONALITY?



ARE YOU A NATIVE SPEAKER OF ENGLISH?



DO YOU HAVE A CARING RESPONSIBILITIES (E.G. CARING FOR DEPENDENT CHILDREN AND/OR ADULTS)





# EDI UNIT & STUDENTS’ UNION ART PROJECT

In December 2020, the EDI Unit and RCSI Student Union launched an EDI Calendar art project and invited students to identify events or aspects of equality, diversity and inclusion they would like to celebrate. The review panel was so taken by the quality of submissions received that all students were awarded a prize from Kennedy Art Supplies to allow them to continue their artistic work. The following pages display the entire collection of fantastic artworks we received.

### Nadiha Noor Chelsea

My painting represents the Language Movement Day known as “Bhasha Andolon Dibosh”. On February 21, 1952, common people of Bangladesh (East Pakistan then) fought for the recognition of Bangla (Bengali) as a national language after India-Pakistan partition. This was a rare historical event where university students along with the general public protested and lost lives for their native language. In 1999, UNESCO declared 21st February to be the “International Mother Language Day.” Every year on 21st February, a worldwide observance is held not only to commemorate all the martyrs who sacrificed their lives to preserve their native language, but also to create awareness and celebrate linguistic diversity. This is why I drew the Bangladesh map outlined by Bangla alphabets with the rising, red sun at the back. The structure in the centre is called “Shaheed Minar” which is a monument built in memory of the martyrs. This historical event is a reminder of the importance of acknowledging, accepting and celebrating people of different languages and cultures.



### Chelsea Cheng

Chinese New Year is a very special and important celebration for Chinese people. Festivities take place over weeks, and include putting up spring couplets to welcome the new season, setting off firecrackers to usher in the new year, and lighting lanterns to banish the darkness and illuminate the future. The Chinese character for “good fortune” is usually hung upside down, to symbolize its arrival to the household. There are many other traditions such as reuniting with family and loved ones, giving out red envelopes, watching lion dances, and enjoying traditional Chinese foods, such as dumplings, spring rolls, and noodles. Tangerine oranges are especially popular during this time as their name is a homophone for “luck” and “wealth.” 2021 is the Year of the Ox, which symbolizes hard work, strength, and honesty. Wishing everyone a prosperous New Year!



### Devika Dahiya

Holi, typically celebrated in the month of March, is a Hindu festival full of colour and fun, denoting the arrival of spring. Holi signifies love and the triumph of good over evil. It represents new beginnings and hope.





**Jean-Ellis Gbessia**

With my art piece, I wanted to explore gender equality, race equality and feminism. The piece I created looks essentially like a snapshot from an animated movie, it’s fun, colourful and looks very surface-level in terms of meaning, however, this piece contains a lot of symbolism and meaning. So, here’s the breakdown. When I was a kid, my sister and I were very aware that our noses were bigger than others. So when I started creating my own characters, I wanted to create characters that embraced and used their bodies for empowerment. If you look closely, all the characters have larger noses in an attempt to further the idea of loving yourself despite having different bodies. The characters are a friend group, each being a different ethnicity (from left to right) Indian, Latina, African, Caucasian. Their clothes were coloured with specific colours giving an ode to the feminist movement. In the early days, a yellow ribbon symbolised early feminism, hence the yellow band on the Indian/

Hindi character. Purple was a symbol of gender equality. The Latina’s gaze towards the sky with the spotlight depicts her religious stance. The African is dressed in an orange bomber jacket; the colour orange represents freedom, expression and sexuality; which are things that her character clearly exude. Lastly, green worn by the Caucasian depicts another colour associated with female empowerment; she is a cancer survivor and was designed to send the message that you don’t need to look like the models to have beauty. This picture is meant to celebrate International Women’s Day, which takes place on March 8th. One other thing to mention is that I’m a male, but growing up with a younger sister who has faced opposition with pursuing her dreams, and a mother who has gone through so many hardships purely because they are females, has shown me that I need to support, educate, respect, and fight for the equal rights of women. Hope you enjoy the piece.

**Fiona McGowan**

This penguin illustration is for Christmas and represents the warmth we can create in one of the coldest months.



**Umulkhaira Muhammed**

My piece is a painting showing all the different aspects of my identity. It shows how different cultures can live in harmony. The mountain is Mt Kilimanjaro, the highest mountain in Africa found in Tanzania where I’m originally from. The pattern in the sky is inspired by the Kitembe style also in East Africa. If you look carefully, you can see that the pattern is in green white and orange, the colours of the Irish flag. Having been raised in Ireland for my entire life, I consider myself Irish too. The star and crescent moon symbolises my faith. This world is becoming more and more diverse. That’s a beautiful thing in my opinion. If you take the time to ask you’ll be surprised how rich in culture someone can be and how diverse a community can be.



**Mobeena Naz**

Ramadan is the most sacred month of the year in Islamic culture. During Ramadan, Muslims fast from sunrise to sunset and pray to become closer to God. Ramadan is not just about the food; no drink or cigarettes are permitted either during the daytime. Lies, slander, greed and backbiting all nullify the fast. So, it is a time for self-restraint. It is also a time for families to gather and celebrate and for Muslims from all over the world to come together and help those in need. The observance of Ramadan is a very personal and individual experience. It is a time for sacrifice and renunciation as well as a period of reflection and spiritual growth. There is a special festival to mark the end of Ramadan. This is called Eid al-Fitr - the Festival of the Breaking of the Fast. It begins when the first sight of the new moon is seen in the sky.



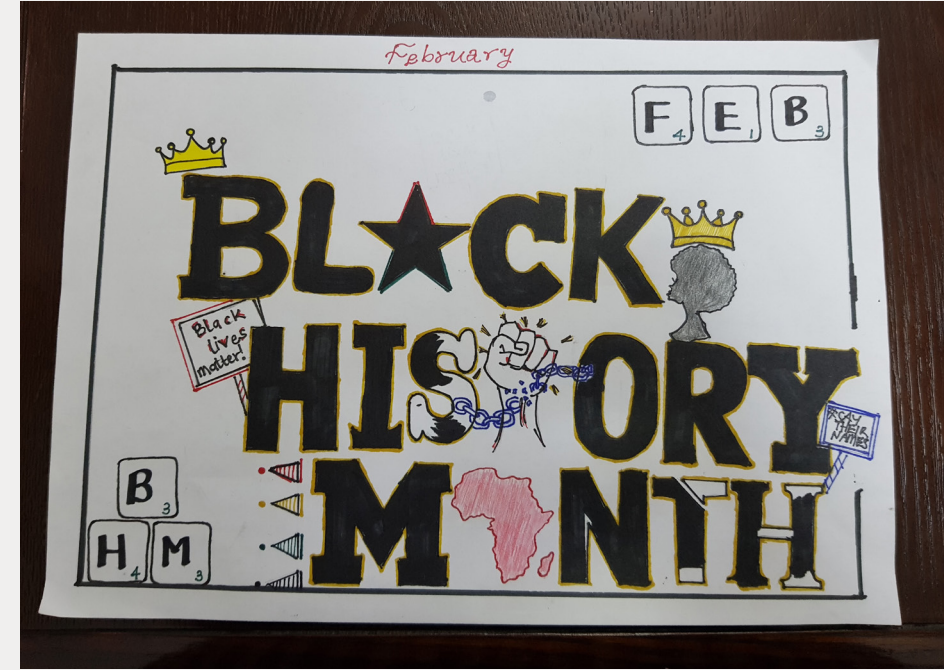
## Candice Parmar

My image is of a diya (oil lamp) representing the festival of lights or Diwali. In addition to the diya, I drew a mandala which is a spiritual Hindu/Buddhist symbol that conveys that everything is connected. I also added some colour as Indian cultures and traditional clothing are known to be very colourful. Diwali is celebrated by Hindus, Jains and Sikhs. I was raised on the background of Sikhism, where we celebrate Diwali because it usually aligns with the Day of Liberation (or Bandi Chhor Divas) where our sixth Guru, Guru Hargobind, was released from imprisonment. In general, Diwali represents the triumph of light over dark and good over evil. Families come together to celebrate with lights, food, sweets, music, and prayer. Diwali usually falls somewhere between mid-October and mid-November (on the darkest night of the lunar month). In 2021, it most likely will be on November 4th.



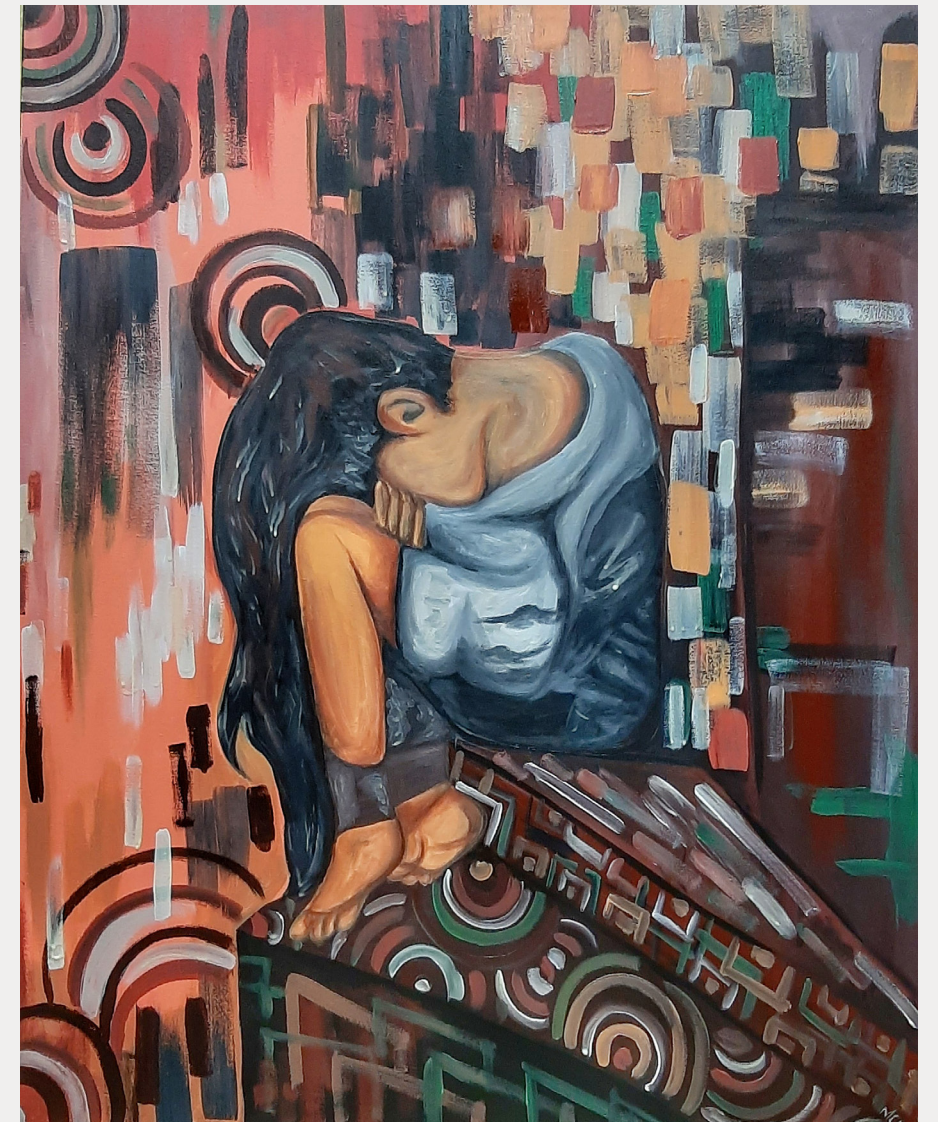
**Cherie Sackey**

My artwork focuses on Black History Month which is marked throughout the month of February. As an African and an international student, it is my desire for many others to learn about stories surrounding Black history and the journey of how Black people have fought towards obtaining their rights. In light of recent occurrences, we've seen the need to be properly educated on these issues in order to make society a better place for us all. Thus, my artwork seeks to highlight various issues surrounding black history like slavery, racism, police brutality, etc.



**Maria Carmella Solido**

Diversity is joining a crowd. Inclusion is being asked to express and be accepted. The crunched girl depicts an individual that has difficulty of expressing herself. No matter how bright and positive her surrounding environment is, she just couldn't seem to find the comfort of opening up and instead closes herself to an outer world that no one can seem to fathom. This painting glows in the dark which signifies the girl's other ego. She glows when given the chance, she shines even if she is different from the hints of paints around her- she becomes her true self around people who make her feel included. Because of them, she manages to get through life and be resilient. I guess being an expressionist painter, could possibly be one of her greatest shining moment in a diverse world she actually exists in. I am celebrating the different talents and abilities that each individual regardless of the level they are in. In education, not all are given the chance to shine. I am celebrating the people who give light to everyone's uniqueness and actually individually nurtures them instead of uniformly shaping them. I am celebrating and announcing that each one actually matters.





Christine Wan

My artwork is based off World Cancer Day which falls on the 4th of February. This day marks an important day for everyone as it helps to raise awareness regarding cancer and how to take action to fight cancer



Anna Whitaker

I like to paint Irish native landscapes, gardens, wildlife and coastlines, inspired by the Wild Atlantic Way. I often use a combined approach using a mix of oil paints, oil pastels and chalks, substituting paper for rock slabs of West of Ireland's limestone and the country's most common bedrock. I think it would be great to showcase the Irishness of my images for the month of March for the start of Spring and to mark St. Patrick's Day. RCSI is really fantastic for celebrating a whole host of ethnicities, faiths and cultures. However, I think we can often, in our openness and hospitality, forget about celebrating Irish culture as well. I'd love to be featured, if the opportunity arose! If you need any more details, please don't hesitate to get in touch. Thank you.



Yap Sook Woon

I chose the month June, also known as Pride month. Pride to me is the celebration of people able to freely express themselves and live as their entire self without being discriminated by others, regardless of their race, religion, gender, sexual orientation, skin color, etc. Pride month reminded me of a few famous LGBTQ people that I included in my drawing such as (left to right) Marsha P. Johnson, Ellen DeGeneres and Freddie Mercury. Some of them played a role in promoting equality and diversity in the LGBTQ community. For example, Marsha P. Johnson was a gay liberation activist who played a huge role in advocating gay rights back in the 1900s.





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