

# **Social Inclusiveness and Diversity in Higher Education**

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# Outline

- **NOT** an expert 'how to' guide to Diversity and Inclusion
- Rather, some thoughts and experiences about
  - Normative and Policy Context
  - UCD's Strategy, Policies and Actions
  - Outstanding Issues for Reflection



# Context for Enhancing Social Diversity and Inclusion in Higher Education

- Mass Higher Education
- Global competitiveness and Search for Talent
- Priority for Diversity and Social Inclusion
- Challenge of Getting Beyond Fine Policies  
Towards Effective Actions and Cultural Change
- Understanding Privilege
- Competing Cases for Diversity and Inclusion?
- Who is Leading on Diversity and Inclusion  
How and Why?



# Leadership, Culture and Reflexive Governance



*"It is certainly the case that responsibility for diversity and equality is unevenly distributed. It is also the case that the distribution of this work is political: if diversity and equality work is less valued by organizations, then to become responsible for this work can mean to inhabit institutional spaces that are also less valued."*

*— Sara Ahmed, On Being Included*



# International Normative Context

## UN Instruments

Discrimination against Women (CEDAW) (1979)

Rights of Persons Belonging to National or Ethnic, Religious and Linguistic Minorities (1992)

Rights of Persons with Disabilities (2006)

Elimination of All Forms of Intolerance and of Discrimination Based on Religion or Belief (1981)

Human rights, sexual orientation and gender identity (2011)

## European Union

European Social Charter (1961 as amended)

Equal Pay Directive (1975)

Equal Treatment in Employment Directive (1976)

European Social Pillar (2017)

1. Education, training and life-long learning

2. Gender Equality

3. Equal Opportunities,

'regardless of gender, racial or ethnic origin, religion or belief, disability, age or sexual orientation'



# National Context for Equality, Diversity & Inclusion in Higher Education

- National Access Plan for Equity of Access to Higher Education 2008, 2015-19

HEA

An tÚdarás um Ard-Oideachas  
Higher Education Authority

*"To ensure that the student body entering, participating in and completing higher education at all levels reflects the diversity and social mix of Ireland's population."*

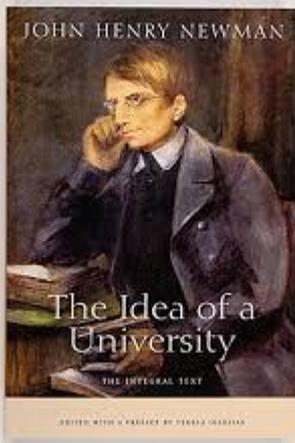
Widening Participation/Access HEAR/ DARE schemes



# National Context for Equality, Diversity & Inclusion in Higher Education

- Introduction of Athena Swan in Ireland 2015
- HEA Report on Gender Equality in HE 2016 and annual reports 2017-
- Funding Agencies decision not to fund HEIs which lack Bronze Athena Swan recognition in 2020 and Silver in 2024
- Launch of Taskforce on Gender in Higher Education 2017





# University College Dublin

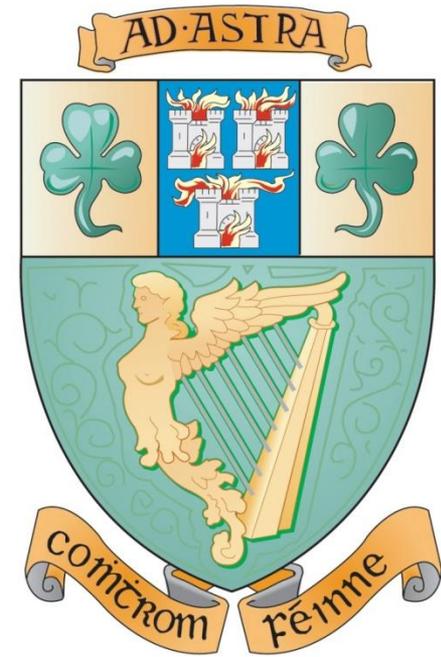
Originates 1854 under

John Henry Newman

Royal University (1880)

National Univ. of Ireland (1911)

Autonomous University (1997)



James Joyce, BA (1903)

## UCD Today

33,000 Students (inc overseas)

1500 Faculty, 1500 PhD students

Comprehensive Research Intensive University

Highly ranked across STEM and HSS Disciplines

239,000 alumni across 165 countries



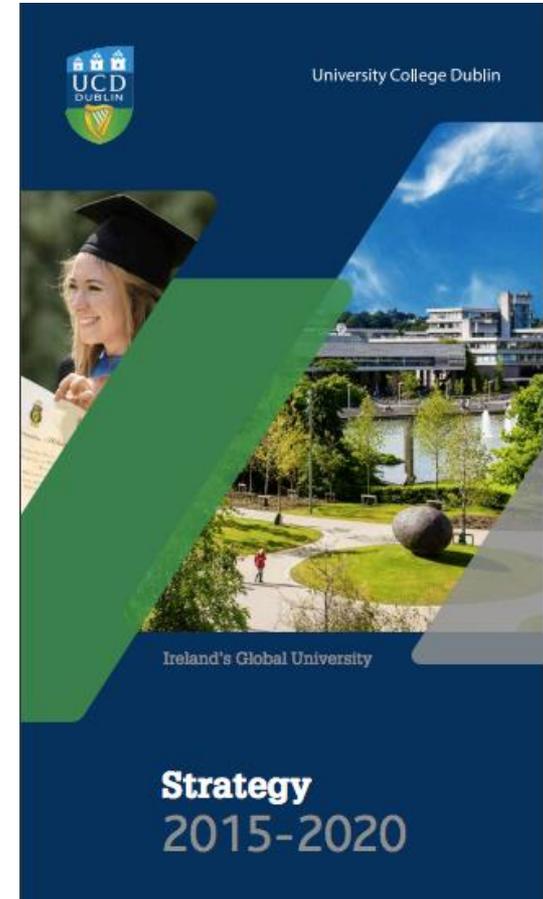
# UCD Strategy 2015-2020

## Values

- Excellence
- Integrity
- Collegiality
- Engagement
- Creativity
- Diversity

## Objective 5

*"Attract and retain an excellent and diverse cohort of students, faculty and staff"*



# Equality, Diversity and Inclusion at UCD Ethos

## Equality Diversity and Inclusion Vision

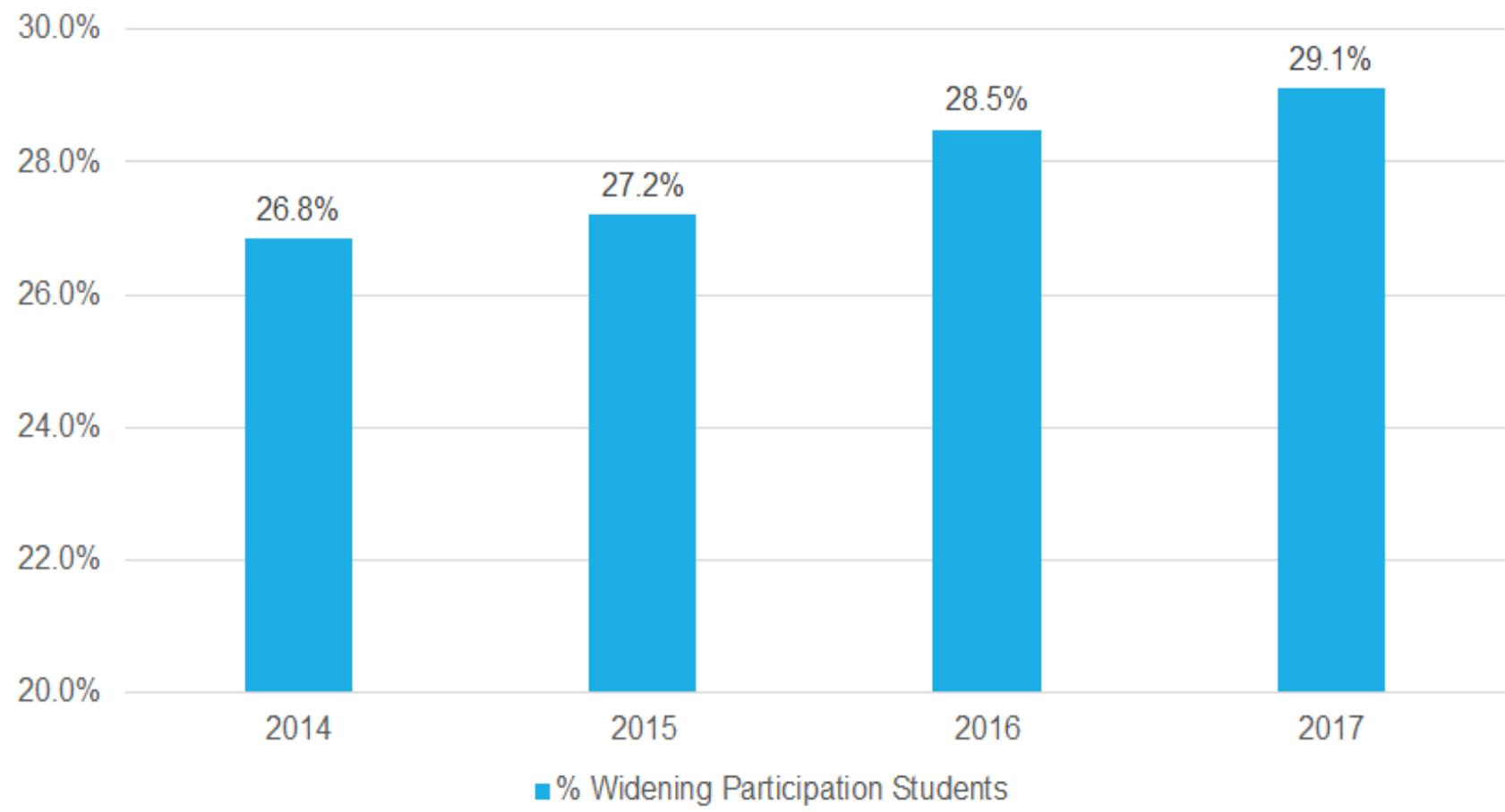
*Our EDI vision for the University is to be at the forefront of higher education, integrating diversity into the fabric of the University, and harnessing a diverse and inclusive community to achieve excellence. We aim to place equality, diversity and inclusion at the heart of all we do, which will inspire us to excel by working together to maximise the benefits of our diversity.*



*(Draft EDI Policy 2017)*

# Under-represented Student Cohorts – Undergraduate Programmes

% Widening Participation Students



# Access

<b>UCD Undergraduate Students - Widening Participation Profile</b>			
	<b>2014</b>	<b>2015</b>	<b>2016</b>
<b>All undergraduate Cert, Dip and Degree Students</b>	16,301	16,310	16,687
<b>Socio-economically disadvantaged (groups D, F, G) UG degree only</b>	1,717	1,746	1,320
<b>Students reporting a disability - full time (UG cert, dip or degree)</b>	1,311	1,349	1,473
<b>Students reporting a disability - part time (UG cert, dip or degree)</b>	23	48	51
<b>Mature students (full time)</b>	997	967	1,021
<b>Mature students (part time)</b>	777	814	836
<b>Part Time, Flexible Learning &amp; Open Learning</b>	827	1,008	1,064
<b>Widening Participation Students</b>	4,364	4,545	4,755
<b>Widening Participation Student (% of all UG in college)</b>	<b>26.8%</b>	<b>27.9%</b>	<b>28.5%</b>



# Gender - HEA National Review of Gender Equality 2016 - Only 21% of Full Professors in Irish Universities are Women

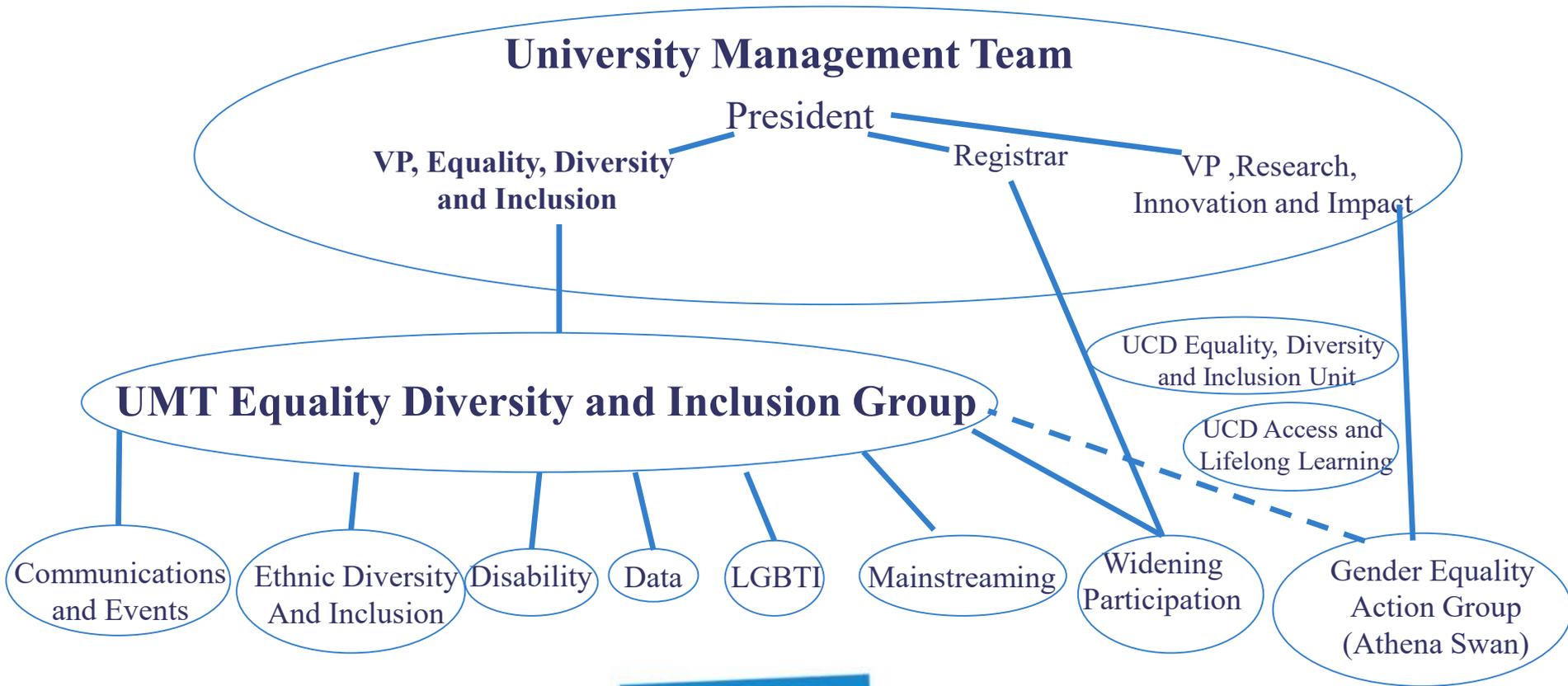
## UCD Staff Breakdown by Gender

FEMALE STAFF			MALE STAFF		
STAFF BY CATEGORY OF POST (DECEMBER 2016)					
	No. (WTE)	%		No. (WTE)	%
Academic Core-Funded Staff <sup>1</sup>	408.7	<b>42%</b>	Academic Core-Funded Staff <sup>1</sup>	569.0	<b>58%</b>
Non-Academic Core-Funded Staff <sup>2</sup>	635.7	<b>61%</b>	Non-Academic Core-Funded Staff <sup>2</sup>	404.4	<b>39%</b>
Research/Specialist Academic Staff <sup>3</sup>	294.8	<b>49%</b>	Research/Specialist Academic Staff <sup>3</sup>	311.0	<b>51%</b>
Research/Specialist Non-Academic Staff <sup>3</sup>	487.0	<b>68%</b>	Research/Specialist Non-Academic Staff <sup>3</sup>	231.3	<b>32%</b>

## UCD Governance – institutional staff profiles by gender

<b>LEADER</b>	Male President					
<b>ALL STAFF BY GENDER</b> (December 2016)	WTE <b>1826.3</b>	% of total staff Female Staff <b>55%</b>	WTE <b>1515.7</b>	% of total staff Male Staff <b>45%</b>		
<b>GOVERNANCE AND MANAGEMENT STRUCTURES</b> (December 2016)	<b>GOVERNING AUTHORITY/BODY</b>		<b>ACADEMIC COUNCIL</b>		<b>EXECUTIVE MANAGEMENT</b>	
	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)
	4 ( <b>25%</b> )	12 ( <b>75%</b> )	119 ( <b>31%</b> )	260 ( <b>69%</b> )	4 ( <b>33%</b> )	8 ( <b>67%</b> )

# Organising EDI Policy at UCD



## Other UCD Initiatives



# EDI Policies at UCD

- UCD Equality, Diversity and Inclusion Policy (Revised, Draft 2018) and Strategic Plan
- Access and University for ALL
  - Admissions and Registration
  - Student Supports and Campus Facilities
  - Teaching, Learning, Assessment and Curricula
- Guidelines on Refugees, Asylum Seekers and Those with Subsidiary Protection (2017)
- Dignity and Respect Policy and Procedures (Revised 2017)
- Gender Identity and Expression Policy (2017)
- Core Meeting Hours Policy (2017)
- Gender Balance on Committees Policy (2017)
- Paid Paternity Leave (2017)
- Social Levy for Maternity and Sick Leave (2016)
- Reasonable Accommodations for Students/Staff



# EDI Actions 2015-18

- Appointment of Vice President for Equality, Diversity and Inclusion
- Comms. and Events –
  - Seminars
  - UCD Community Choir
  - Annual Report Launch
  - Raising Rainbow Flag for Pride
  - Staff Disability and LGBTI Networks
  - Gender Identity Policy Launch





“Our universities are drivers of change, promoters of equality and champions of justice. UCD is continuing that proud tradition by providing a welcoming campus for trans and gender non-binary students and employees.”

**Katherine Zappone TD**  
Minister for Children and Youth Affairs



# EDI Actions 2015-18



- Gender
  - Athena Swan Bronze Recognition and Action Plan
    - Research funding dependent on recognition from 2019
  - International Women's Day Events
  - Aurora Leadership Development Programme
- Mainstreaming
  - EDI Self-Assessment Tool
  - EDI Champions
  - Athena Swan School Self-Assessments
  - EDI in Student and Staff Inductions
  - Integration of EDI into events e.g. WST, UCD Festival
- Widening Participation
  - Programme Board Reporting
  - Access Symposium
  - European Access Network Conference
- External Collaboration – National/International



# EDI Next steps

- Development and Adoption of Policy and Strategy
- Commitment to 10 University Equality Grounds  
(Gender, Gender Identity, Family Status, Sexual Orientation, Age, Race, Civil Status, Socio Economic Status, Religion, Disability, Membership of the Travelling Community)
- Sustained Implementation of Key Commitments
- Enhancing key actions in respect of gender e.g. formalising maternity leave returners' leave
- Continued mainstreaming and EDI awareness raising



# Outstanding Issues include

- Inclusion Beyond Europe – Global South
- Sexual Violence on Campus - ESHTTE Initiative
- Joining Up Distinctive University Research Capacity on EDI to Governance and Policy



**Thank You!**



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## Equality, Diversity and Inclusion

Annual Report 2016 - 2017