

Ensuring Equality, valuing and celebrating Diversity and promoting Inclusion (EDI) and Researchers at Risk (RAR)

Dr Gemma Irvine
(She/Her)

Vice President for Equality & Diversity



Public Sector Duty

- All public bodies in Ireland have responsibility to promote equality, prevent discrimination and protect the human rights of their employees, customers, service users and everyone affected by their policies and plans. This is a legal obligation, called the *Public Sector Equality and Human Rights Duty*.
 - Those in focus include people across the nine grounds in equality legislation:
 - gender
 - family status
 - age
 - race/ethnicity
 - membership of the Traveller community
 - civil status
 - sexual orientation
 - disability
 - religion
- and
- those at risk of poverty or social exclusion.



1 ASSESS

2 ADDRESS

3 REPORT

Annual report to MU Joint Governing Authority/Academic Council Equality, Diversity, Inclusion, & Interculturalism Committee (EDIIC)

Our MU Community

Individually we are unique, collectively we are diverse

- **Students**

- gender balanced, 55%F:45%M*
- from over 100 countries
- increasing ethnic diversity
- 12% new entrants from disadvantaged areas
- 10.6% new entrants report a disability

- **Staff**

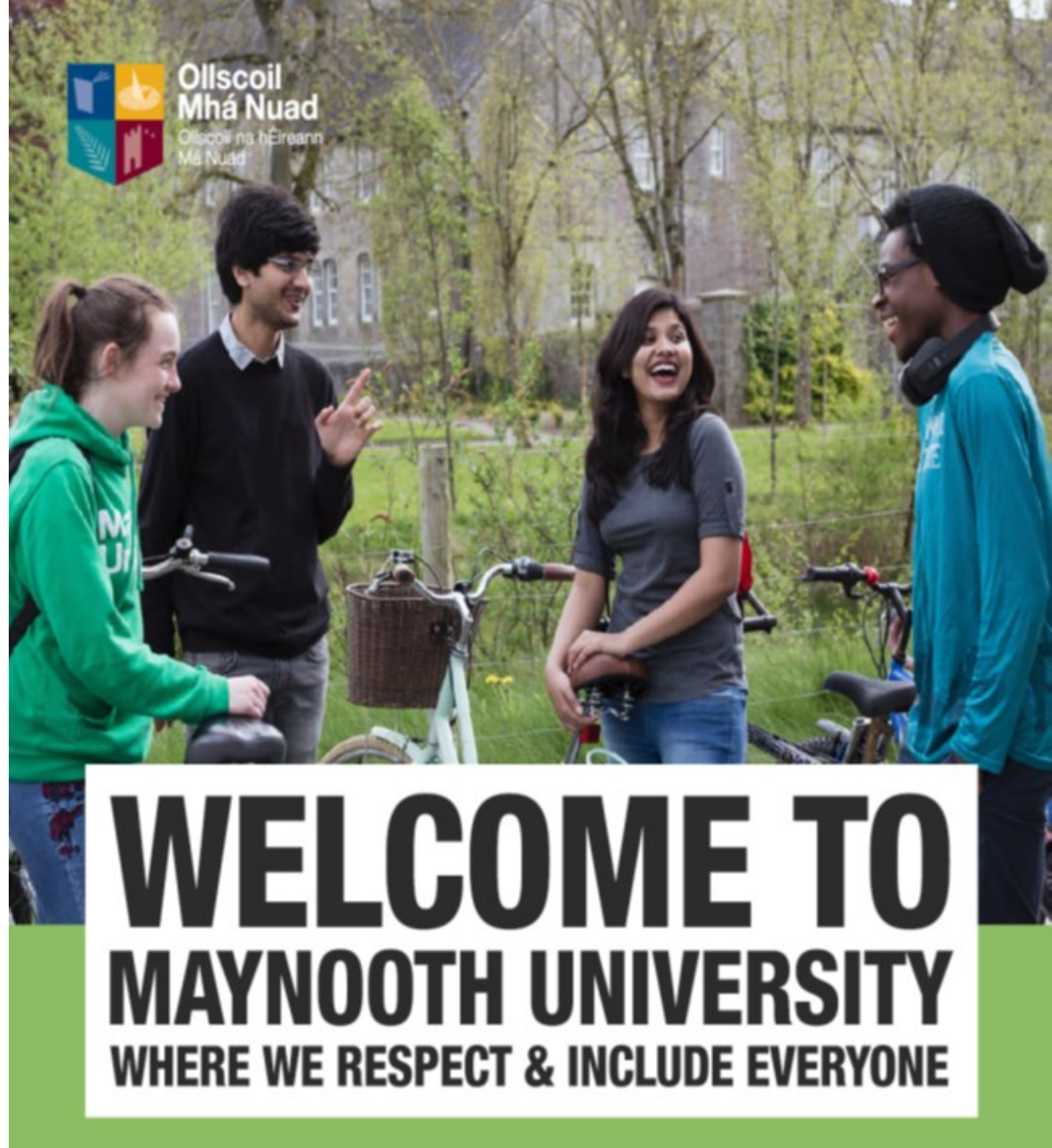
- gender balanced, 59%F:40%M*
- 45 nationalities
- c.7% of staff have a disability**

Our diversity is our strength

**Equality, diversity and inclusion is a key enabler
in the MU Strategic Plan 2023-2028**

*Not including non-binary, <1%

** From EDI Staff Survey, 2024





Diversity is linked to increased creativity and innovation.

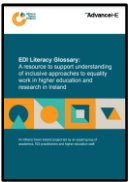
Therefore, diversity is intrinsic to the spirit of a university, where we deliberately come together, with our different backgrounds, perspectives and hopes, in a learning/research community.

Equality, Diversity and Inclusion (EDI) is everyone's responsibility

Access & Widening Participation



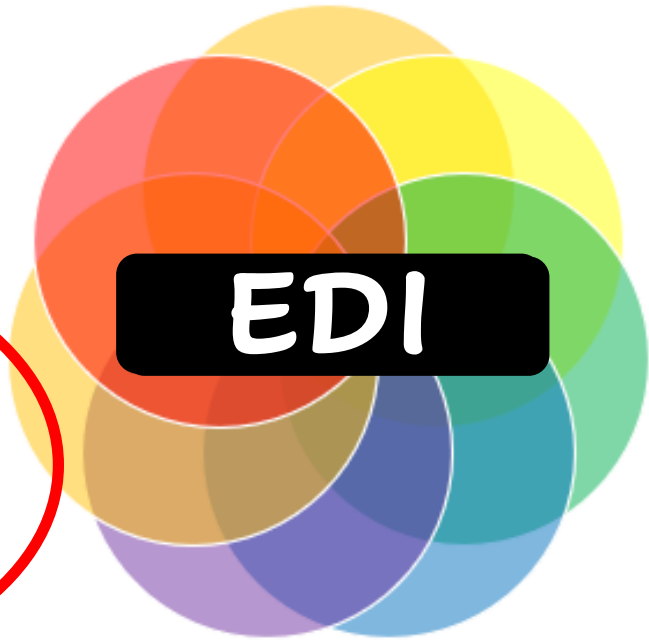
Intersectionality



Gender Equality



Excellence in Exile
Refugees, Asylum Seekers & Migrants

The block contains two logos. On the left is the 'Maynooth University National Sanctuary' logo, which includes the university's crest and the text 'Universities of Sanctuary'. On the right is the 'SAR NETWORK' logo, with 'SAR' in large bold letters and 'NETWORK' below it.

LGBTQIA+



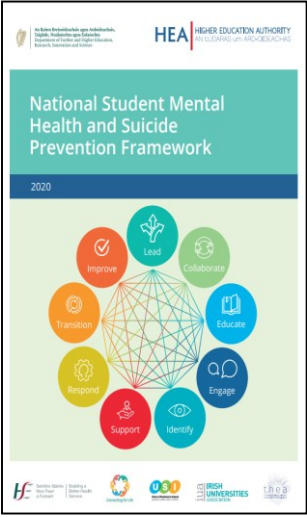
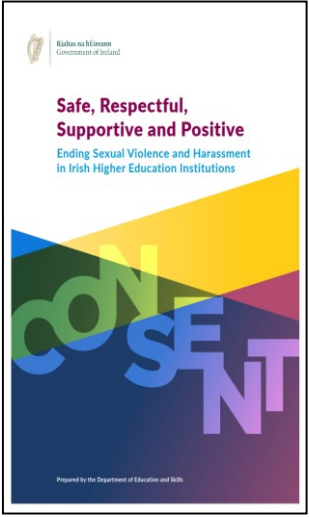
Race Equality



Disability



Other New Areas:
- Neurodiversity
- Age Friendly



Belonging & Wellbeing

► Excellence in Exile

Refugees, asylum seekers & migrants

- Designated [University of Sanctuary with student scholarships](#) for international protection applicants in Ireland.
- MU hosts [Scholars At Risk Europe](#), the European office of the Global Scholars at Risk (SAR) network.
- [MU SAR Fellowship](#), currently held by an Afghanistan Fellow.
- MU ran the *National Student and Researcher Helpdesk* for displaced people from Ukraine in 2022 and hosted 1,200 Ukrainians in campus accommodation.



Presentation of painting to MU President by Ukrainian student, resident on campus summer 2022. Surrounded by the 20+ support agencies & community groups that participated in the *Maynooth Ukrainian Action Group*

➤ University of Sanctuary Ireland

University of Sanctuary Ireland (UoSI) is an Irish initiative to encourage and celebrate the good practice of universities, colleges and other education institutes welcoming refugees, asylum seekers and other migrants into their university communities and fostering a culture of welcome and inclusion for all those seeking sanctuary.

Across the Island of Ireland, many universities and colleges, public and private, have pledged to support those newcomers seeking sanctuary in Ireland.

[Universities - Places of Sanctuary Ireland \(cityofsanctuary.org\)](http://cityofsanctuary.org)



➤ Scholars at Risk Europe

Scholars at Risk Europe, hosted at Maynooth University, is the European office of the global Scholars at Risk network.

Researchers at Risk

Ten European partner organisations have joined forces in an ambitious initiative to support researchers at risk.



Academic Freedom

SAR Europe works to increase understanding, protection for, and implementation of academic freedom Europe-wide.

European Network

In Europe, SAR's network includes over 350 institutions in 26 European countries, including 13 SAR sections and 10 major partner networks.

➤ MU SAR Fellowship

Based on international best practice, fully funded 1-2year research Fellowship, with the option for an additional extension.

Includes:

- **Gross salary**, employers pension and PRSI; research, training and networking costs; mobility allowance; family allowance if applicable.
- **Academic Mentor** – a MU academic mentor will be nominated by the host department/institute to provide academic support (and will act as Principal Investigator for the purposes of managing the Fellowship post-award by the RDO).
- **Office space** in the host department/institute
- **Admin Mentor** – a single point of contact for administration queries will be provided by the EDI Office, the admin mentor will help signpost services and seek guidance from across the organisation and nationally in relation to visas, tax, accommodation, signposting English language courses, schools, and general admin support.
- **Additional Supports:** Support will also be provided by the Research Development Office, HR, Finance, EDI Office, International Office, and the Access Office.

EDI is a Practice, not an End Goal

Culture is created by each of us.....

In what we: say, and don't say,
 do, and don't do,
 tolerate, and don't tolerate.





Newcomer
Gender Equality
CHAMPION | Maynooth
University

EU Award for
Gender Equality
Champions 2022

#HorizonEurope



UniSAFE
ENDING GENDER-BASED VIOLENCE



Maynooth
University
National University
of Ireland Maynooth

Dr Gemma Irvine (she/her)
Vice-President for Equality & Diversity

vicepresident.equality@mu.ie

Equality, Diversity and Inclusion
Office

equality@mu.ie

Maynooth University Access
Programme

access.office@mu.ie



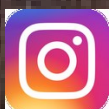
maynoothuniversity.ie/edi
maynoothuniversity.ie/athena-swan



[@maynoothuniversityedi8121](https://www.youtube.com/@maynoothuniversityedi8121)



facebook.com/EqualityMU



[@maynoothuni_edi](https://www.instagram.com/@maynoothuni_edi)



[@EqualityMU](https://twitter.com/@EqualityMU)
[@MU_AthenaSwan](https://twitter.com/@MU_AthenaSwan)