

Féidearthachtaí as Cuimse
Infinite Possibilities

Welcome to Dublin, Ireland

W-STEM (Virtual) Team Meeting

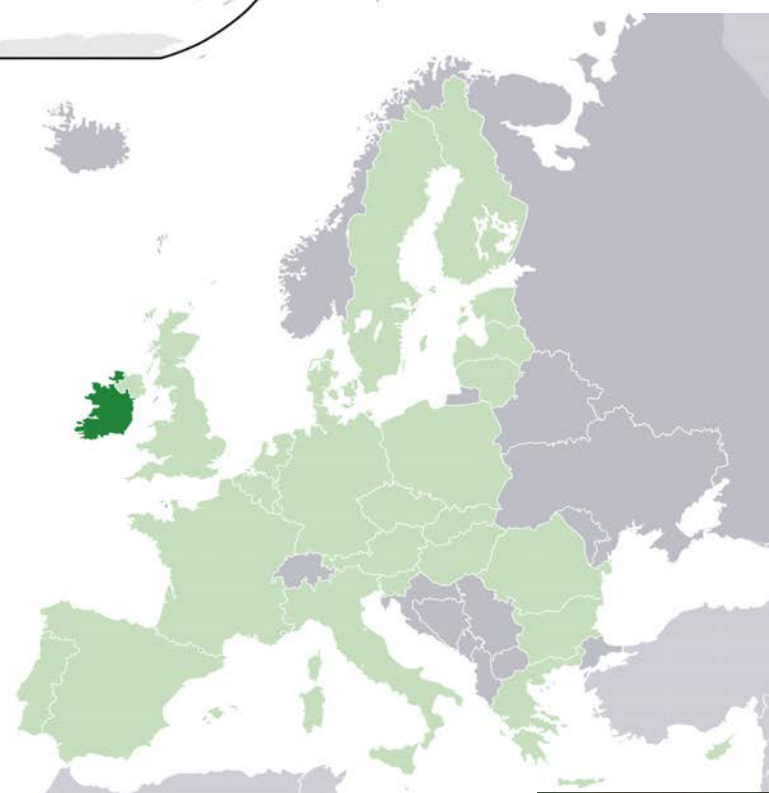
Thursday, 7th May 2020



The TU Dublin Team

[Alphabetical Order]

- Professor Michael Devereux, Director and Dean of the College of Sciences and Health
- Dr Julie Dunne, Assistant Head of School of Food Science and Environmental Health
- Liz Heffernan, College Manager, College of Sciences and Health
- Dr Dana Mackey, Lecturer, School of Mathematical Sciences
- Dr Susan McKeever, Senior Lecturer, School of Computer Science
- Lara Milincic, College Office, College of Sciences and Health
- Ciarán O’Leary, Head of Learning Development, College of Sciences and Health
- Ayesha O’Reilly, Strategic Development Office



Prof Michael Devereux

Equality, Diversity and Inclusion in Irish Higher Education

HEA HIGHER EDUCATION AUTHORITY
INDEPENDENT REGULATORY BODY

REPORT OF THE EXPERT GROUP

HEA National Review of
Gender Equality in Irish
Higher Education Institutions

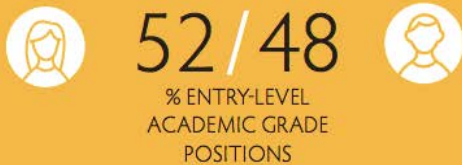
JUNE 2016



SINCE THE ESTABLISHMENT OF THE FIRST IRISH UNIVERSITY 424 YEARS AGO,
THERE HAS NEVER BEEN A FEMALE PRESIDENT



ACADEMIC STAFF



NON-ACADEMIC STAFF



Accelerating Gender Equality in
Irish Higher Education Institutions

GENDER ACTION PLAN 2018-2020

REPORT OF THE GENDER EQUALITY TASKFORCE

VISION

By 2026 Ireland will be
a world-leading country
for Gender Equality
in Higher Education

EDI in TU Dublin

Prof. Yvonne Galligan

Director, Equality, Diversity and Inclusion



Projects

- SAGE
- ROUGE
- SALI
- ESTeM
- W-STEM project

EDI Funding:

- EDI Procedures for Funding
- EDI Application for funding - Project

Networks:

- [Ability Network](#)
- [Research Network](#)
- [LGBTQ+ Network](#)
- [Research Network](#)
- [LGBTQ+ Network](#)



The screenshot shows the website for the Directorate of Equality, Diversity and Inclusion at TU Dublin. The header includes the TU Dublin logo and the text 'Directorate of Equality, Diversity and Inclusion'. A navigation menu contains 'About', 'Our Objectives & Policies', 'Athena Swan', and 'Balance for Better'. The main content area features a 'About Us' section with an aerial view of the university campus. A sidebar on the left lists various pages: 'Directorate of Equality, Diversity and Inclusion', 'About', 'Meet the Team', 'Networks', 'Our Objectives, Values & Policies', 'Athena Swan', and 'Balance for better'. At the bottom left, there is a URL 'os://www.dit.ie' and a 'Projects' link.

Contact Details 

About Us



The Directorate of Equality, Diversity and Inclusion

The Directorate of Equality, Diversity and Inclusion is a new Executive-level Directorate with responsibility for directing strategic policy and organizational commitments to Equality, Diversity and Inclusion. It is responsible for developing a TU Dublin Equality, Diversity and Inclusion strategy, and for developing and supporting consequent policies and practices.

Directorate of Equality, Diversity and Inclusion > Projects > SALI

Directorate of Equality, Diversity
and Inclusion

About

Our Objectives, Values & Policies

Senior Academic Leadership Initiative (SALI)

Access information on the HEA Launch of SALI - 21st June 2019 - [Here](#)

Access Call for Applications 2019 [Here](#)

Full Professor of Inclusive Computer Science Education (Permanent Wholetime) (Reference: 46/20). *Please note, the closing date has been extended*

Apply

College / Service : Office Of The President

Comp Type :

Academic

Job ID : 019769

Close Date :

30-Jun-2020

Full Professor of Public Trust in the Media, Arts and Technology (Permanent Wholetime) (Reference: 45/20). *Please note, the closing date has been extended*

Apply

College / Service : Office Of The President

Comp Type :

Academic

Job ID : 019770

Close Date :

30-Jun-2020

ESTeEM

Equality in Science and Technology
by Engaged Educational Mentoring



Liz Heffernan



A collaborative, engaged and motivated Network of Women Leaders in TUDublin

(encompassing all women across the University inclusive of academic, administrative, management and technical, at all stages and levels)

- **Recognising the University's strategic agenda to become a leader in gender equality within the Irish Higher Education Landscape, the WLHE's key objectives are:**
 - To support, encourage and advocate for women in career advancement and progression
 - To plan, organise and run themed Workshops (*and other events as guided by its membership*)
 - To explore gender diversity across roles within the University to inform policy and ensure that early stage barriers for promotion and career advancement are identified and overcome
 - To support and partner in a mentoring programme for women across TUDublin
 - To advocate for and contribute to the development and implementation of policies to create a family friendly environment

Dr Julie Dunne

Athena Swan Charter and Awards

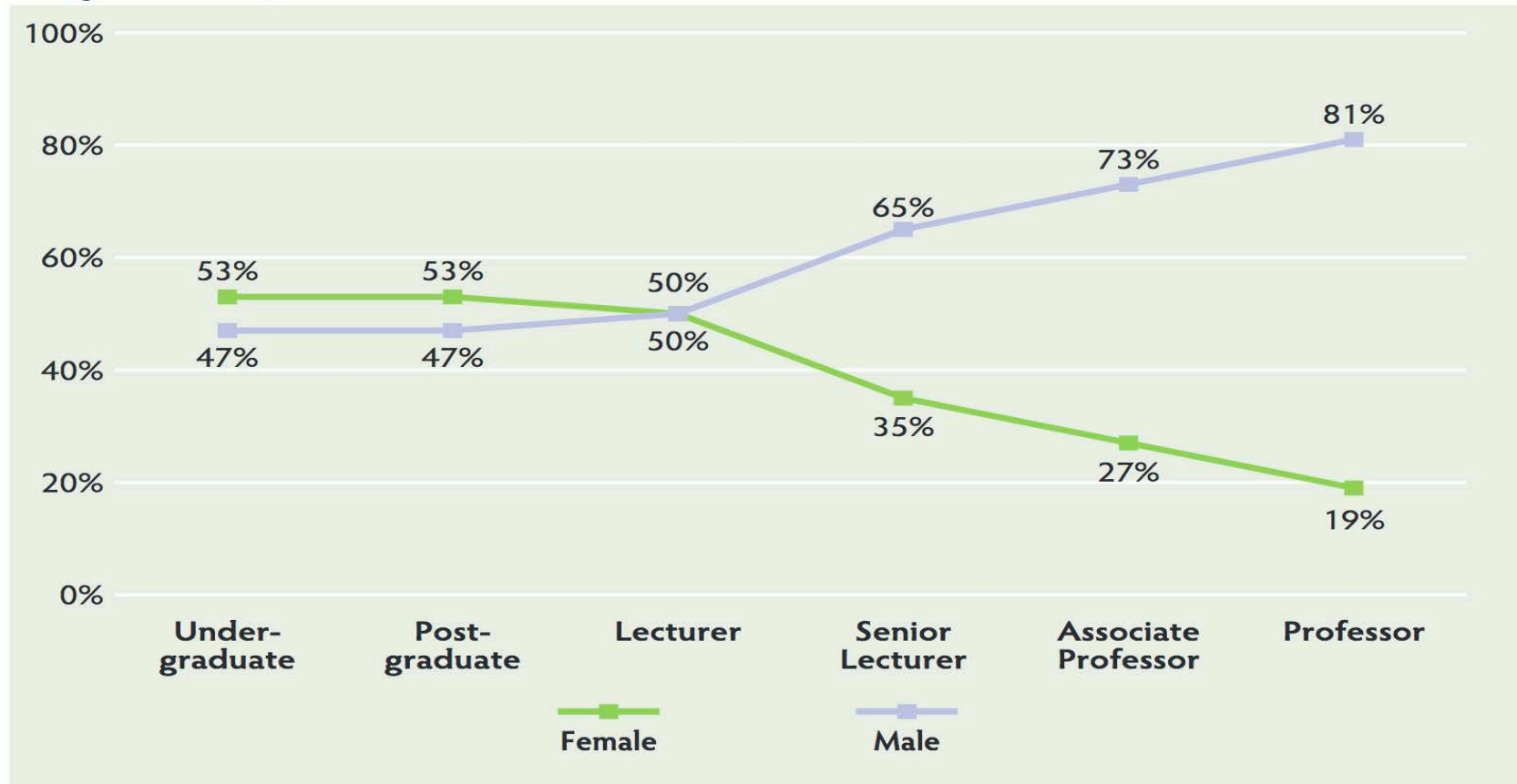
Developed in the UK to encourage and recognise commitment to combating under-representation and advancing the careers of women in STEM research and academia.

 AdvanceHE



Scissors Diagram Irish Universities 2015

FIGURE 6: Percentage male and percentage female senior academic and lecturer staff in all universities (three-year average 2013–2015)



How does Athena SWAN work?

📌 Athena SWAN requires members to:

- = Collect data on women's progression within the organisation
- = Critically analyse their data
- = Identify reasons for exclusion and under-representation of women
- = Develop an action plan to address these
- = Show progress over time

A gender audit involves an assessment of the Institute's policies, practices and culture in relation to gender equality and outlines how the institute will address specific areas where inequality is found to exist.

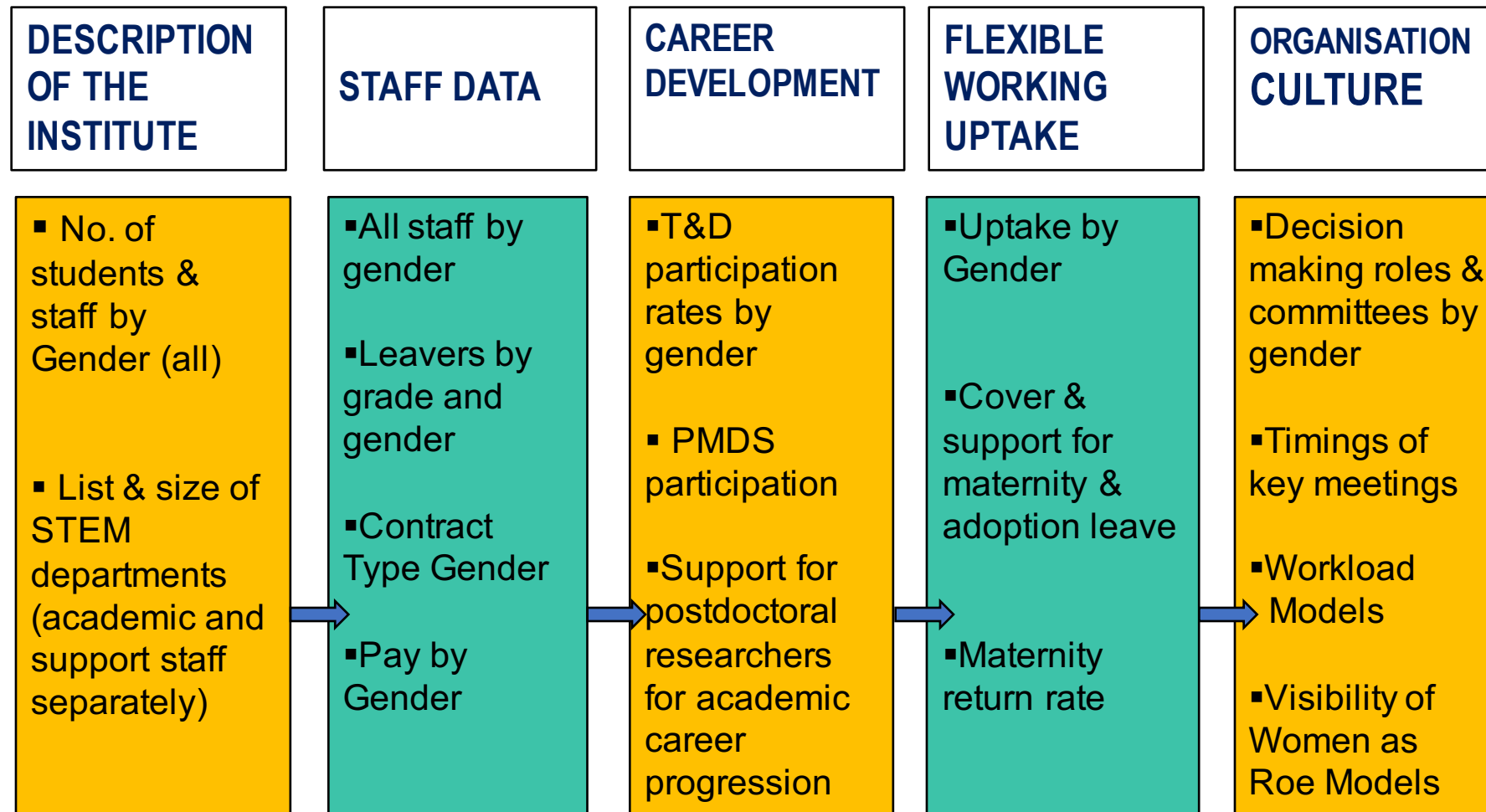


The benefits of Athena SWAN

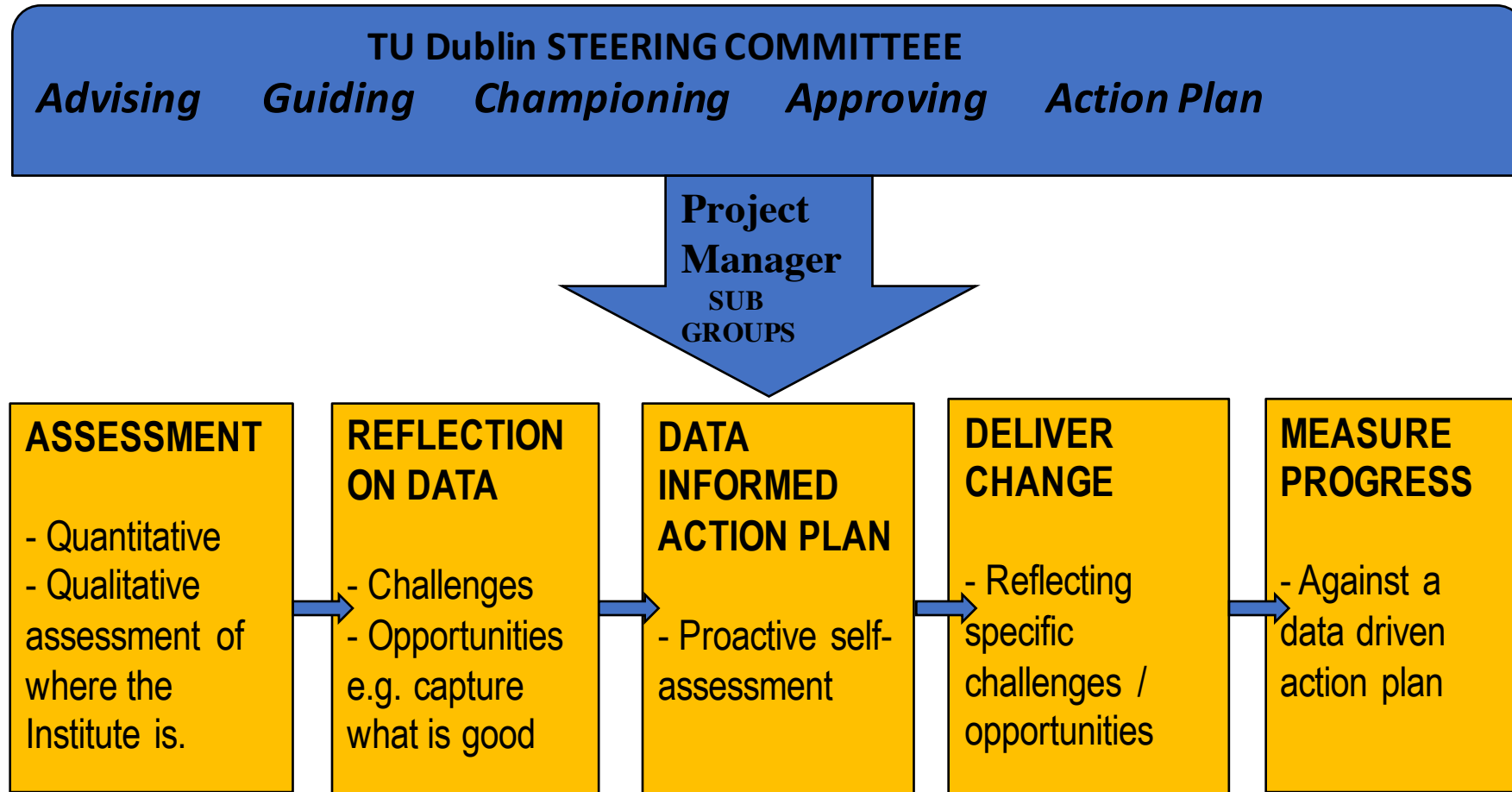
- 📌 Highlights areas to make positive changes
- 📌 Provides a focal point for existing informal good practices
- 📌 Increases awareness of career progression issues
- 📌 Encourages increased transparency
- 📌 Demonstrates good working environment to job applicants



WHAT DOES A GENDER AUDIT MEASURE?



Self-Assessment Process & Reporting Structure



TU Dublin (DIT) 2018

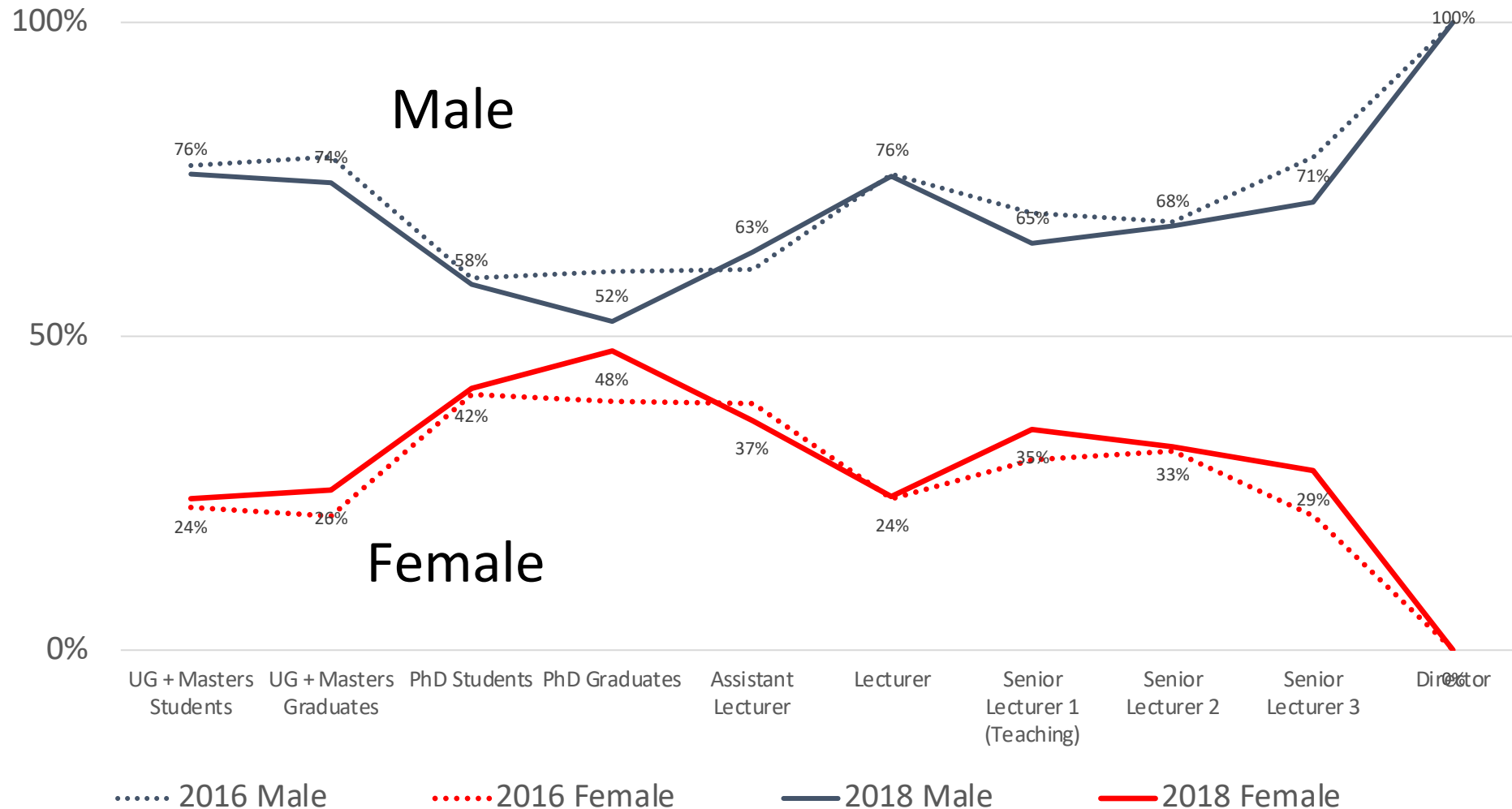


Ayesha O'Reilly

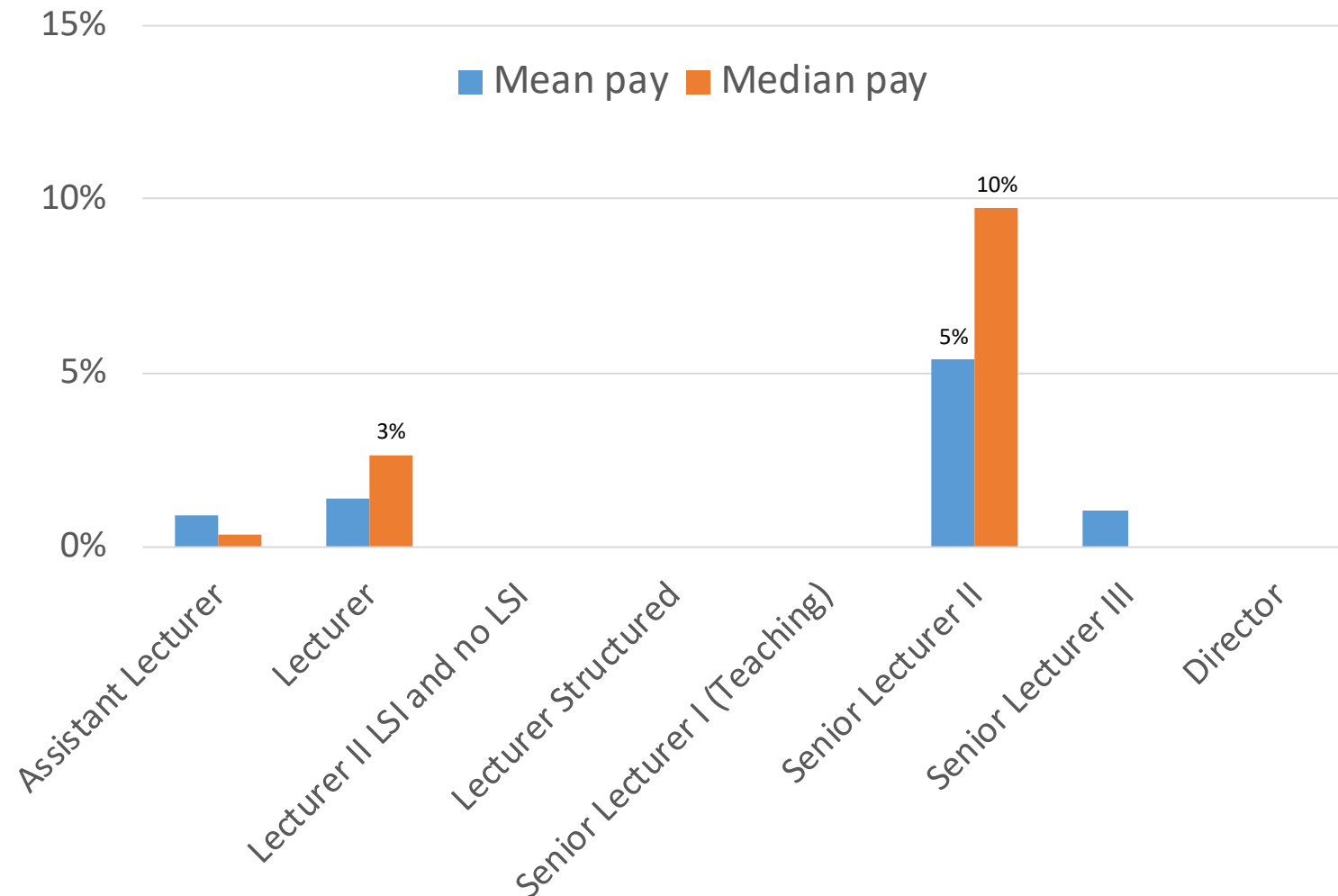
Data Gathering

- When is our data collected - Annually
- Where is our data stored – Electronically (CoreHR)
- How is our data reported – Electronically (CoreBI)
- How are data reports and charts created – Manually (Excel)
- Is there missing data i.e. Data that is not stored electronically – Yes, for example the gender of job applicants
- What are our current plans - We are expanding CoreHR to collect missing data
- What would we do differently – Develop a data dictionary as part of the action plan
- What do we do with the data?

Career Pipeline



Gender Pay Gap

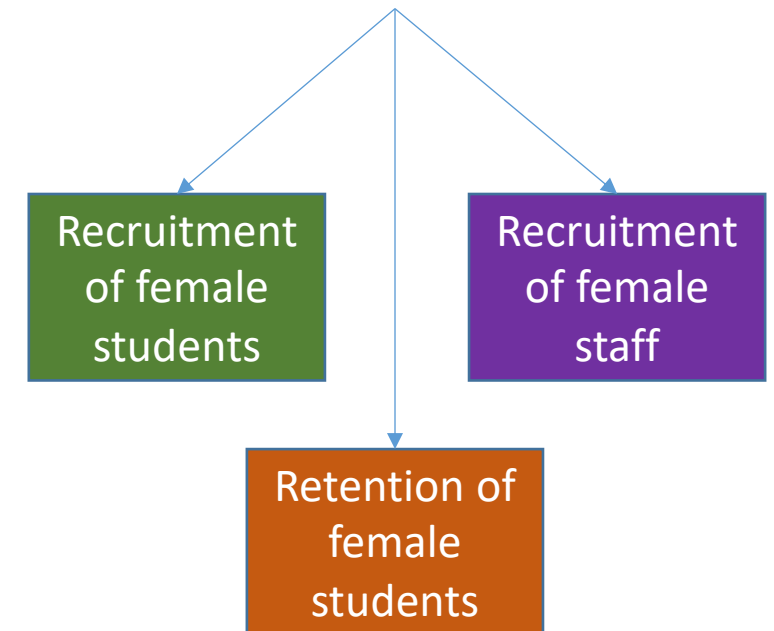


Susan McKeever

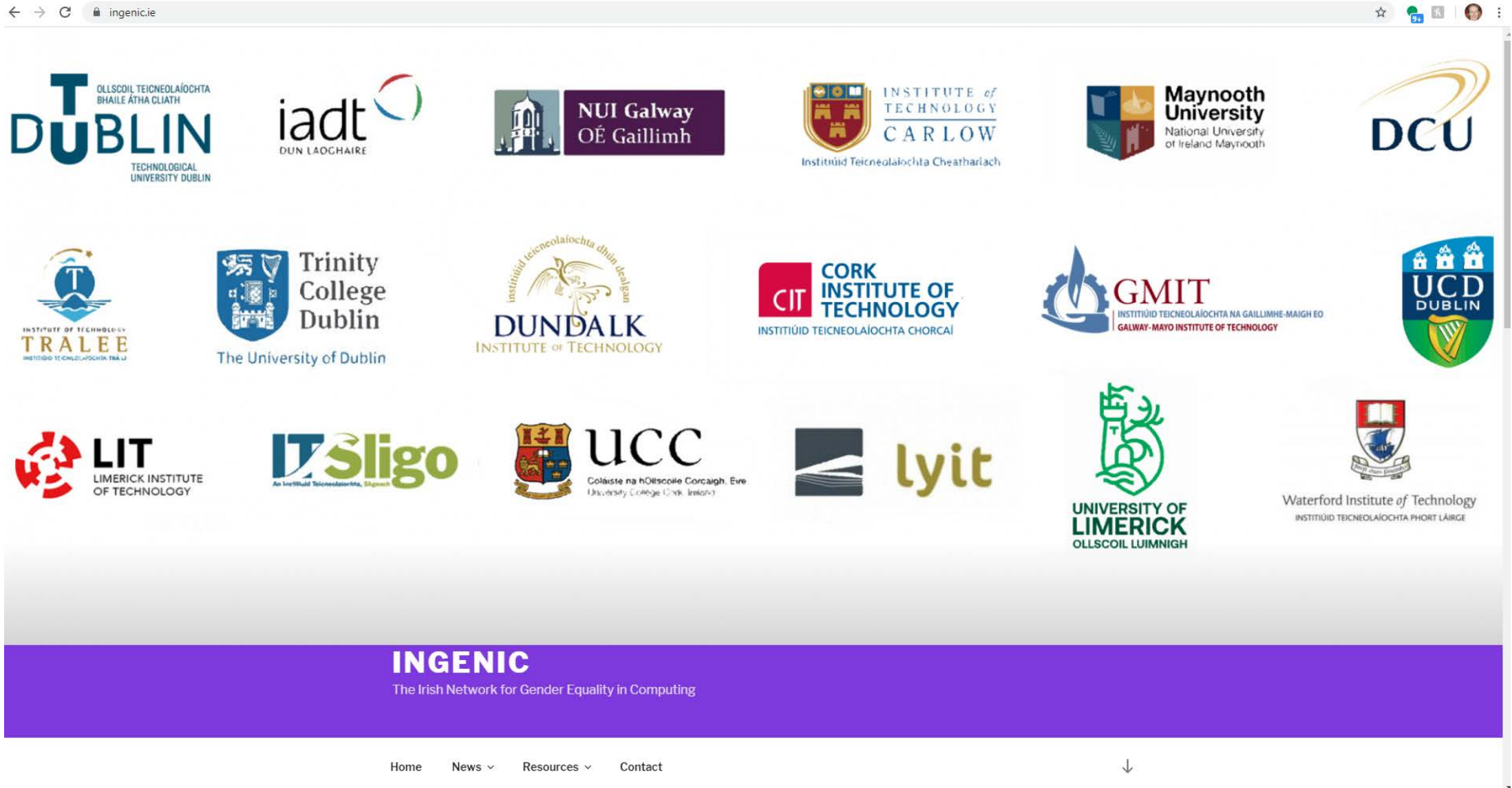
2017:

**Each third level institution in Ireland
working to address gender issues in
Comp Sci.**

Q: Why work separately?



**Ans: TU Dublin contacted all third levels to work as a group
= a cross uni/ institute network**



90% of our third levels computer science schools are in the network

Irish Network for Gender Equality in Computer Science (INGENICS)



A network of Computer Science Schools from 17 Higher Education Institutions from across the Republic of Ireland



INGENICS – WORK TO DATE

- **Dataset gathering on gender balances on programmes** (this is becoming increasingly valuable as our Higher Education Authority no longer produces this breakdown on programmes)
- **Collation and consideration all gender balance initiatives** in computer science carried out across the 17 Schools of Computer Science involved.
- **Inter group collaboration for local initiatives** (e.g. Association of Computer Machinery (ACM) special interest group on computer education)
- Established social media networks for **information sharing**.
- **Funding** proposals

INGENICS – THE BIG OPPORTUNITY

- The Irish government currently developing the **National ICT Skills Action Plan for the next five years**
- A key focus in the plan is to:
 - **increase female participation in the ICT industries**
 - **Address the ICT industry's gender balance and skills needs.**
- **INGENICS has connected with government**, as a national platform, to explain their efforts, identity and aims regarding gender balance and equality in Computer Science and ICT.
- The **Minister for Higher Education has complimented INGENICS** their work, opening up the possibility of their **involvement in the development of national policy.**

Go raibh míle maith agaibh



<https://www.youtube.com/watch?v=YfWZNslOHcU>