



**RCSI**

# Equality, Diversity & Inclusion Consultation & Athena SWAN

Prof Cathal Kelly, CEO

RCSI DEVELOPING HEALTHCARE LEADERS WHO MAKE A DIFFERENCE WORLDWIDE

# Where We Have Come From



RCSI

EQUALITY  
& DIVERSITY



# The Changing Face of RCSI

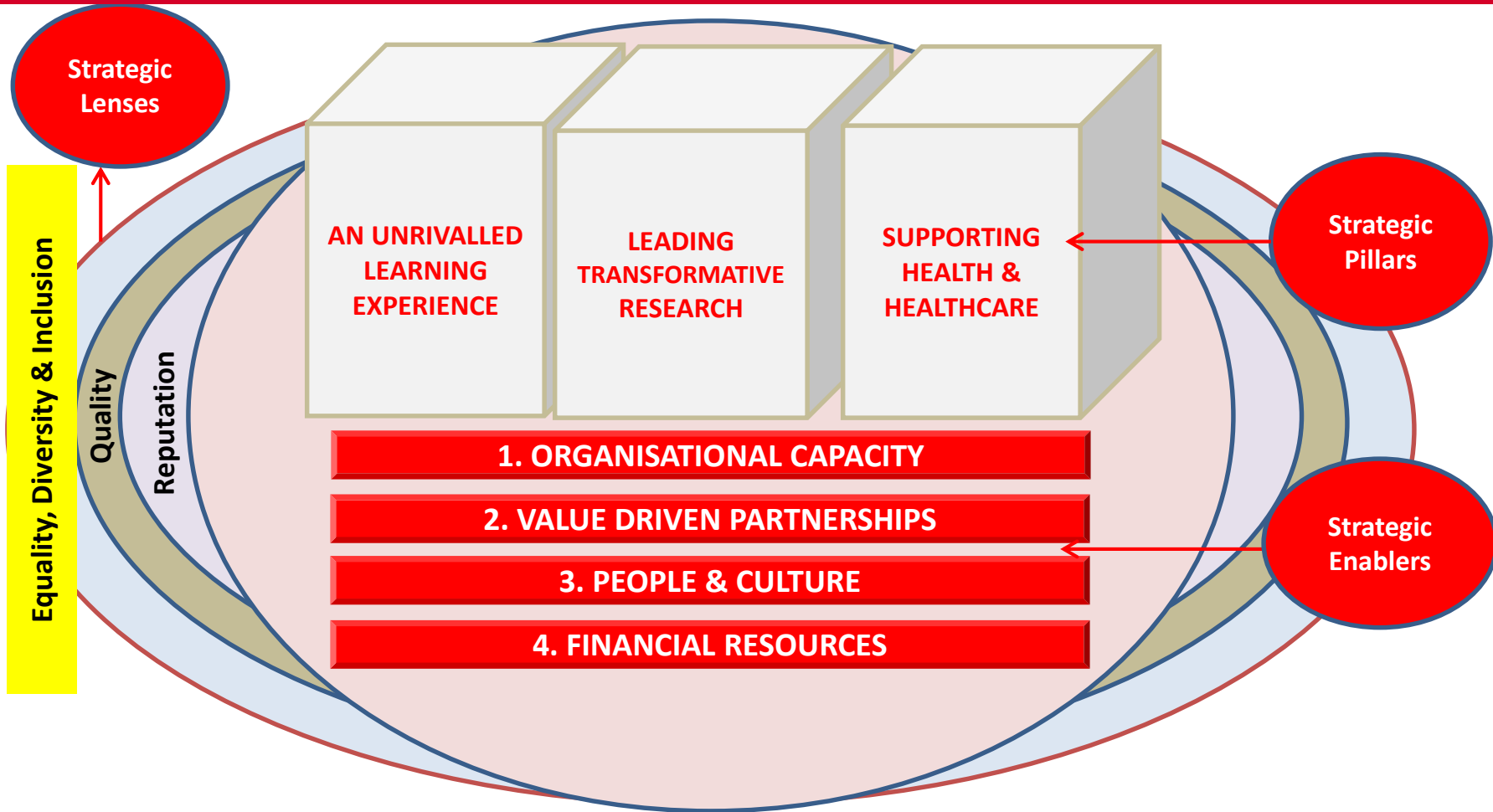


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EQUALITY  
& DIVERSITY



# Strategic Plan 2018 – 2022



**RESPECT, COLLABORATION, SCHOLARSHIP, INNOVATION**

# EDI @ RCSI



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# Equality, Diversity & Inclusion Consultation & Athena SWAN

Dr Avril Hutch, Head of EDI

RCSI DEVELOPING HEALTHCARE LEADERS WHO MAKE A DIFFERENCE WORLDWIDE

# Introduction

1. Review summary results of EDI/Athena SWAN consultation
2. Proposed EDI/Athena SWAN actions

# What is Equality?

## Dignity & Respect

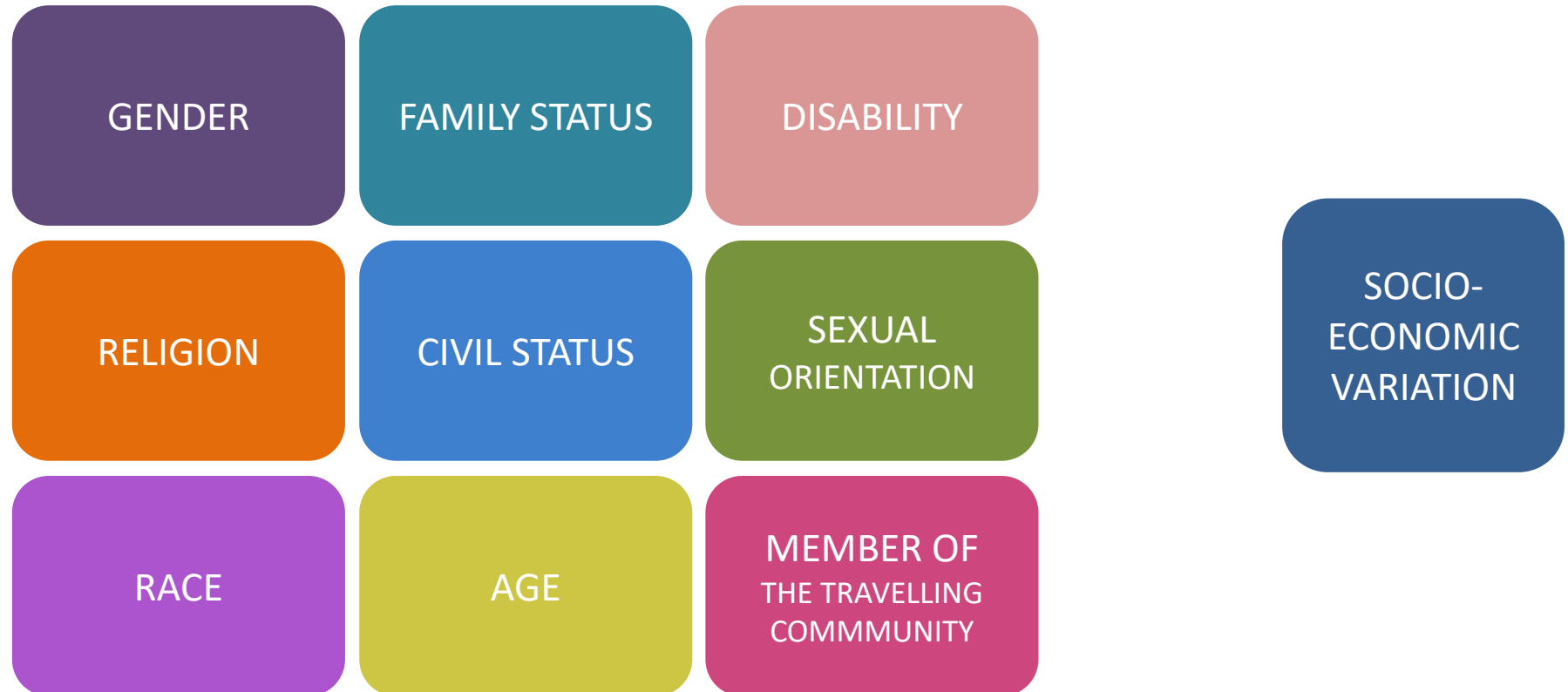
- Equality is about **ensuring that every individual has an equal opportunity** to make the most of their lives and talents, and believing that no one should have poorer life chances because of where, what or whom they were born, what they believe, or whether they have a disability.
- Equality is not always about treating everyone the same – it is about treating people in such a way that the **outcome for each person can be the same**. This means putting things in place to support people to achieve similar outcomes.



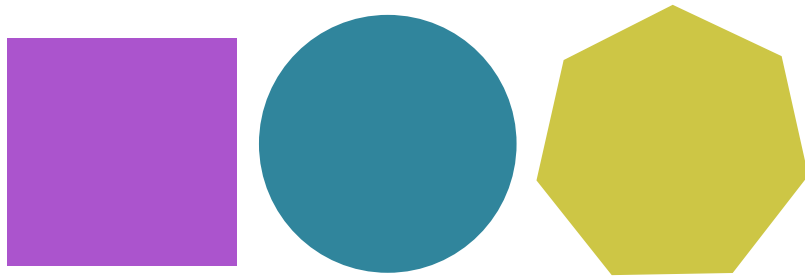


# Equality - Nine Grounds

- Equality is enshrined in the Irish Constitution
- Comprehensive legislation and structures are put in place to address discrimination on nine grounds:



# What is Diversity & Inclusion?



## Diversity

Diversity is about differences, seen and unseen.



## Inclusion

Creating an environment where people are valued, feel valued and are able to achieve and contribute to their full potential.

An inclusive environment improves interaction with staff, students and our communities.

*Bring your whole self to work*

**GENDER**



# GENDER

## YEAR ACTION

- |      |   |
|------|---|
| 2013 | Higher Education Authority (HEA), established the Expert Working Group on Gender Equality in Higher Education Institutions. |
| 2014 | HEA invited UK based Equality Challenge Unit (ECU) to establish Athena SWAN Ireland.  |
| 2015 | Recommendations of the Expert Working Group published. Research bodies announce requirement for Athena SWAN Accreditation.  |
| 2016 | HEA Annual HEI Gender Profile Report published  |
| 2017 | Department of Education and Skills (DES) Gender Task Force established.   |

# ABOUT ATHENA SWAN



# What is Athena SWAN?

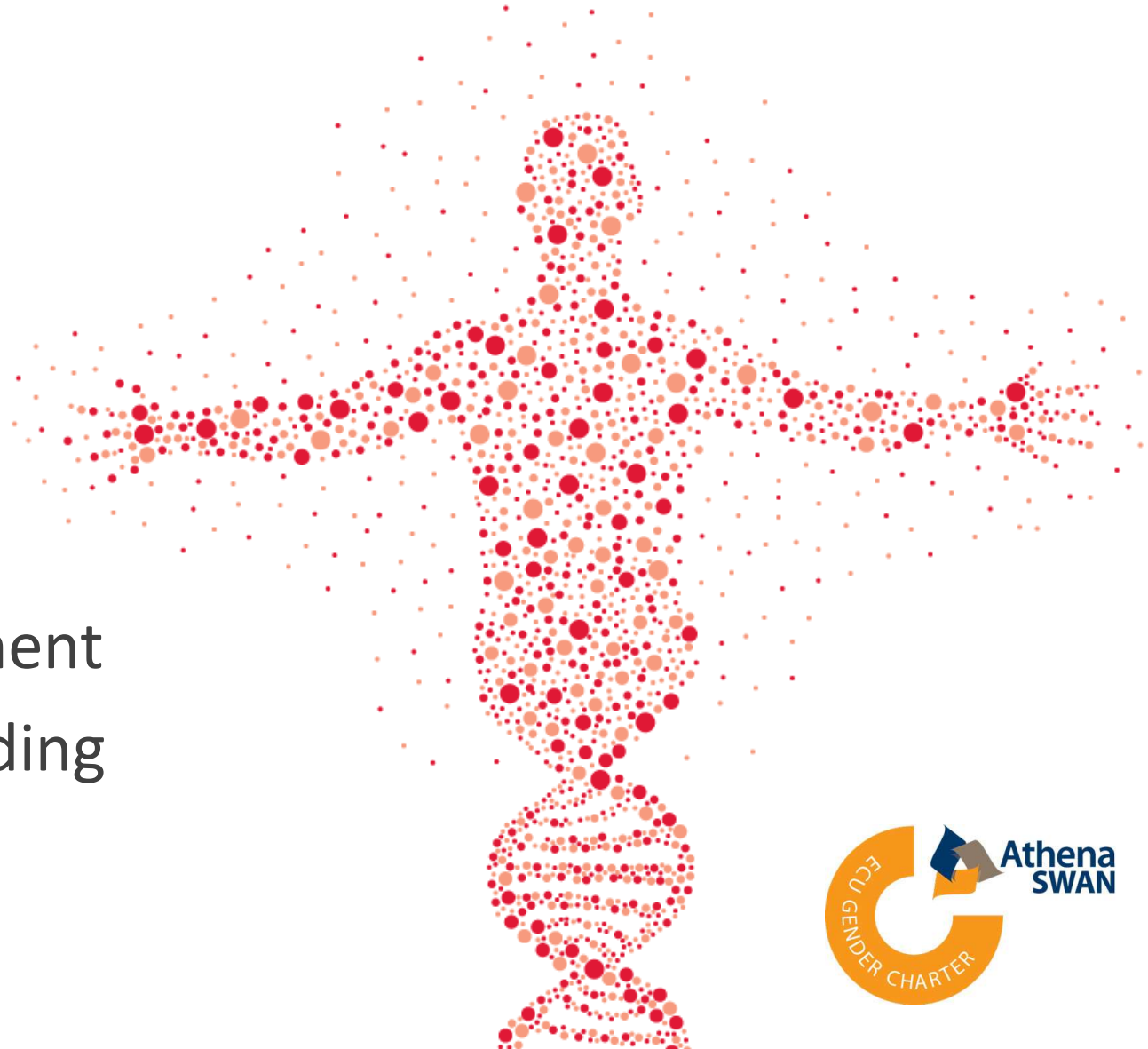
- The Athena Scientific Women's Academic Network (SWAN) Charter is an **internationally recognised quality mark and award scheme for gender equality in Higher Education.**
- ECU's Athena SWAN Charter was established in 2005 to **encourage and recognise commitment to advancing the careers of women in science, technology, engineering, maths and medicine (STEMM) employment in higher education and research.**
- Athena SWAN accreditation is made at bronze, silver and gold levels. **RCSI is a signatory of the *Athena Swan Charter* and intends to apply for the Bronze Athena Swan Award in April 2018.** Silver must be attained by 2023.



# Why is Athena SWAN important to RCSI?

## Reflects our:

- Values
- Reputation
- Rankings
- Morale
- Peer Engagement
- Research Funding



# Research Funding 2014:

## Present (Euros)

	2014	2015	2016	2017
HRB	€4,738,804.92	€5,703,085.00	€1,768,266.81	€5,176,581.75
IRC	€910,845.00	€783,935.00	€567,582.19	€890,493.00
SFI	€8,625,534.70	€2,662,483.04	€3,935,459.24	€18,899,923.88
Total	€14,275,184.62	€9,149,503.04	€6,271,308.24	€24,966,998.63
EU	€2,339,819.37	€2,654,648.50	€3,144,237.90	€8,050,943.52





# Athena SWAN Bronze Requirements

- Demonstrate a solid foundation for **eliminating gender bias** and developing **an inclusive culture** that values all staff.
- Evidence of **innovative and inventive good practice**.
- **Honest appraisal and reflection** on implementation.
- **Data, data, data** - where data are absent - present relevant action.
- **Four Year Athena SWAN Action Plan** – SMART, ambitious.
- **Internal benchmarking**: to track progress/measure success.
- **External benchmarking**: Benchmark against comparators i.e. data submitted to HEA/Athena SWAN by other HEIs



# Feedback on previous RCSI Athena SWAN submissions

1. **Status of the Institution** i.e. degree awarding elements v surgical training
2. **Institutional support** for EDI & Athena SWAN, including commitment of resources and how EDI/Athena SWAN fits within the institutional strategy.
3. **Self-reflection** on shortcomings and opportunities for improvement required.
4. **Transparency and deeper analysis of data at all levels**, including evidence of comprehensive consultation process required.
5. **Action planning based on consultation findings** and data required.
6. Outline how the number of **female staff at professorial level** will be addressed
7. Analysis of **key policies (policy v practice)** required including launch of Core Meeting Hours Policy
8. EDI Training, including **Unconscious Bias Training** required

# APPLICATION PLANNING



# 2018 Application WorkPlan

OUTPUT	TIMEFRAME	STATUS
Gap Analysis & Benchmarking	July - August 2017	Complete
Consultation Process	August - December 2017	Complete
Data Collection & Analysis	November 2017 - January 2018	Ongoing
Policy Review	November 2017 - January 2018	Ongoing
Report Preparation/ Development of Action Plan	January - March 2018	Commenced
Implementation (Phase 1)	January - December 2018	Commenced
Athena SWAN Submission	16 April 2018	On Track

# What's Different? 2018 Application

- Inclusion of EDI in RCSI **Strategic Plan 2018-2022**
- CEO Chair of Athena SWAN **Self-Assessment Team (SAT)** & expanded SAT
- Dedicated **EDI Unit & Budget**
- **Expanded Athena SWAN Bronze Application Criteria**
  - Gender identity and expression policy
  - Gender pay gap audit
  - Inclusion of data on professional staff
  - Inclusion of data on ethnicity
  - Inclusion of data on outreach activities.
- **Benchmarking & Consultative Process**

# EDI/Athena SWAN CONSULTATION



# Staff Consultation Process



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Consultation Mode:	Participation Rate (staff no)
Staff Survey	666/1041
Focus Groups	102/1041
Interviews	51/1041

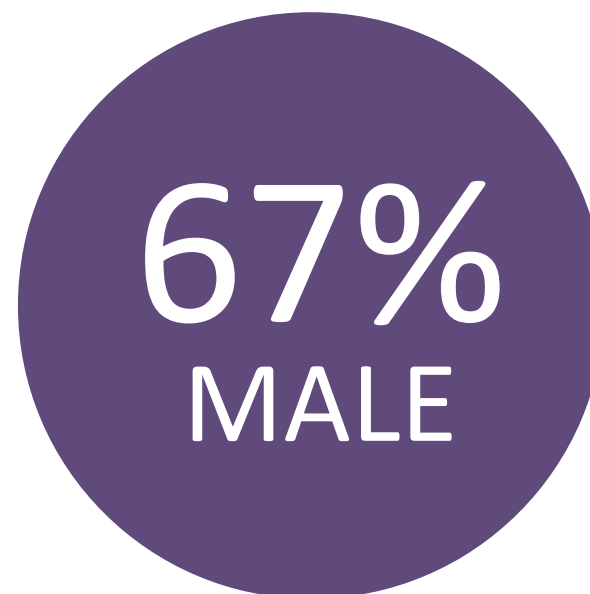
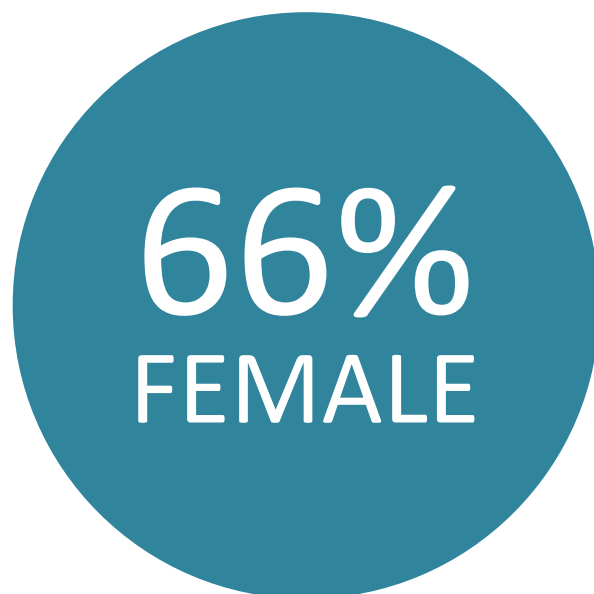






- **Recruitment Process** – rated very highly by majority of staff
- **Interview panels** – 53% female & 68% male staff agree panels are balanced/mixed gender
- **Induction** - 66% female & 64% male staff participated in induction training (<5 yrs)
- **Retention** – 28% female & 28% male staff >10 years service; 40% female & 43% male <5yrs

## Satisfied with work-life balance:



Majority of staff report work-life balance is a something to be managed/ a challenge.

# Flexible Working

- 64% female & 67% male feel **school supports flexible working**
- 58% female & 58% male staff feel **supported by Head of Dept to work flexible hours**
- 164 female staff: 71 male staff **negotiate for flexible working hours**
- 42 female staff: 16 male staff **report no flexible working hours available to them**



KEY THEMES:

# Satisfaction with Working Hours

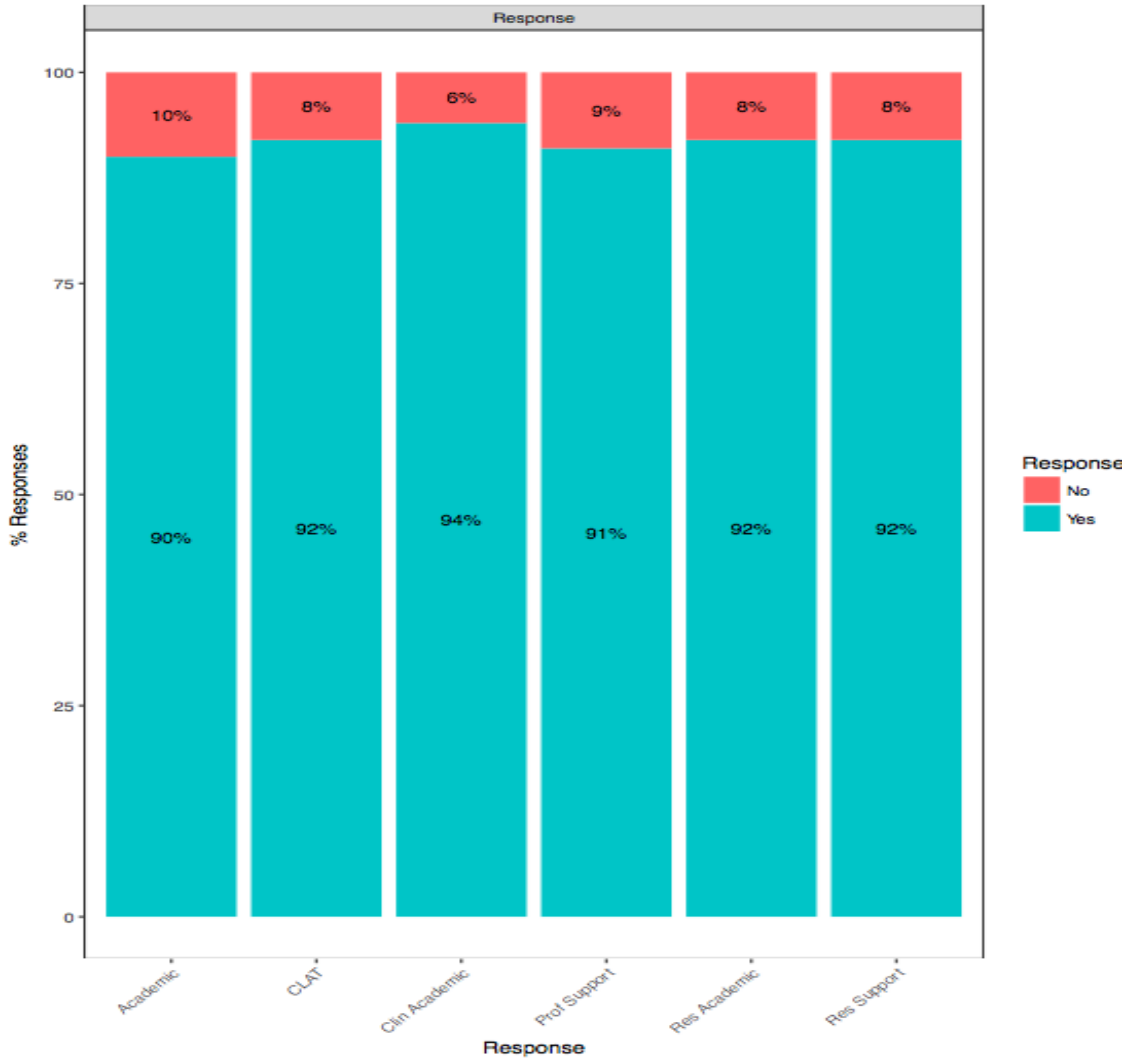


Figure 17: Are you satisfied with your typical working hours?



# Working Hours

- 91% female and 90% male **satisfied with core working hours**. Majority of staff do not want core working hours, core meeting hours are desirable.
- Consistent theme: both male/female staff report **8am meetings** conflict with family/caring commitments.



# Promotions

- Academic staff - **Female staff report need for more supports (mentorship, training) in academic promotion process.**
- Every category under academic promotions, female staff report more bias/less opportunity than male staff.
- More female staff applying for promotion but male staff report x2 confident about success.
- Professional staff – **formal promotion process desired.**
- Research staff – **new process**, mixed responses



**61% female v 64% male complete PDP**

**80% female v 79% male awareness of PDP**

- Clarity required around performance measurement or professional development tool – staff report linked to academic promotions but not to professional promotions.
- 47% female & 40% male researchers do not participate in PDP
- **Process challenge for large departments**

## KEY THEMES:

# Research Staff

- Majority of PIs are male, majority of researchers are female.
- 23% female & 3% male staff report that female staff are disadvantaged from salary perspective.
- 12% female & 1% male staff report that female staff are disadvantaged Re: office lab space.





**KEY THEMES:**

# Family/Caring Responsibilities

- 45% female: 47% male report **caring (childcare) responsibilities**
- 12% female: % 13% male staff report **carer role (elderly, sick)**
- 24% female: 32% male have **children under 8 yrs**



## KEY THEMES:

# Caring Responsibilities

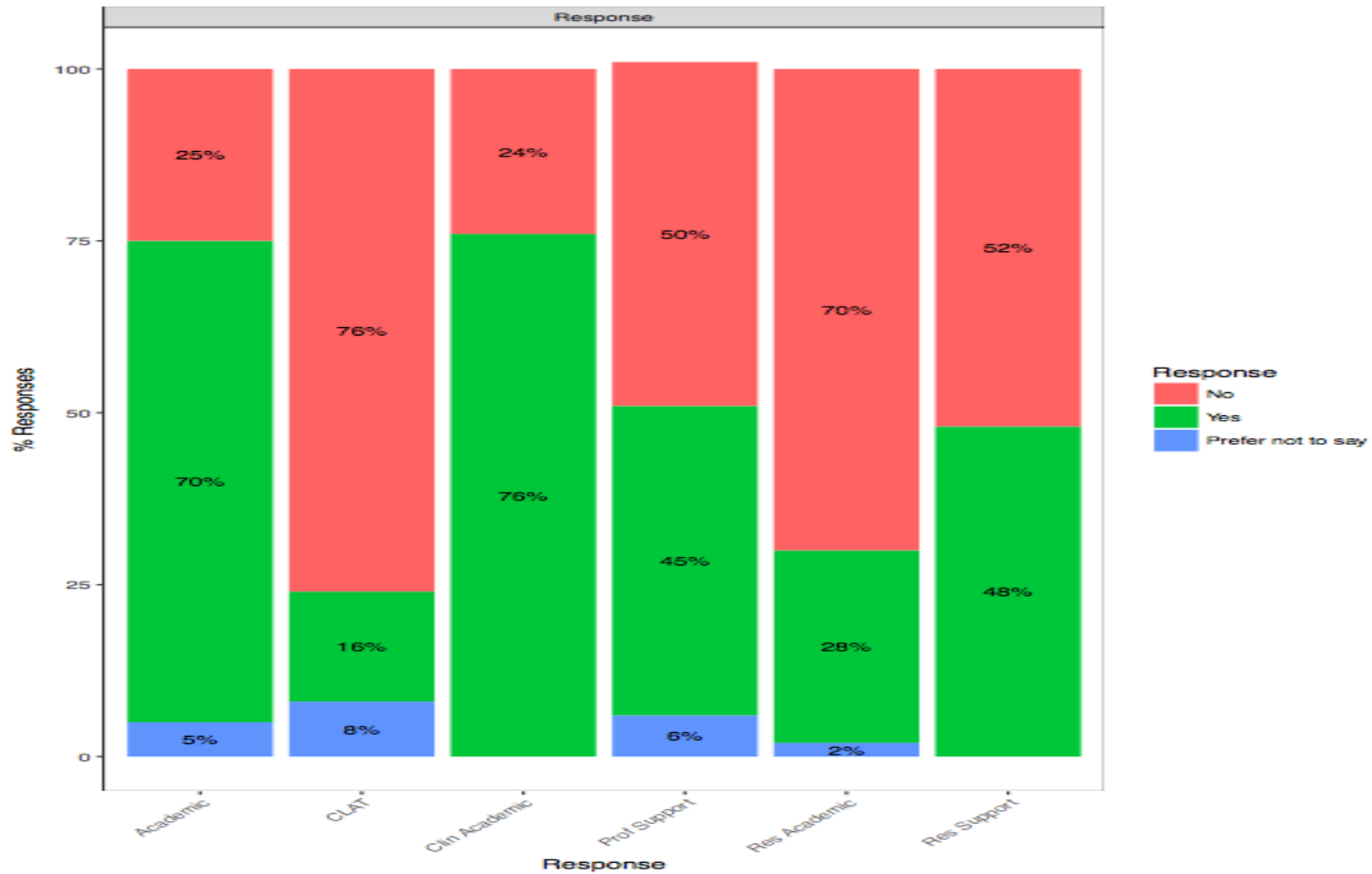


Figure 11: Do you have caring responsibilities (e.g. caring for dependent children and/or adults)? (select one)

**KEY THEMES:**

# Family Leave

- 3:1 female: male staff **take parental leave**
- 57% female & 44% male are **aware of eligibility for parental leave**
- 62% of male staff **aware of paternity leave**
- 239 female staff:130 male staff **take family sickness leave/force majeure leave**
- 222 female staff:120 male staff **take unpaid leave of absence.**



KEY THEMES:

# Awareness of Parental Leave

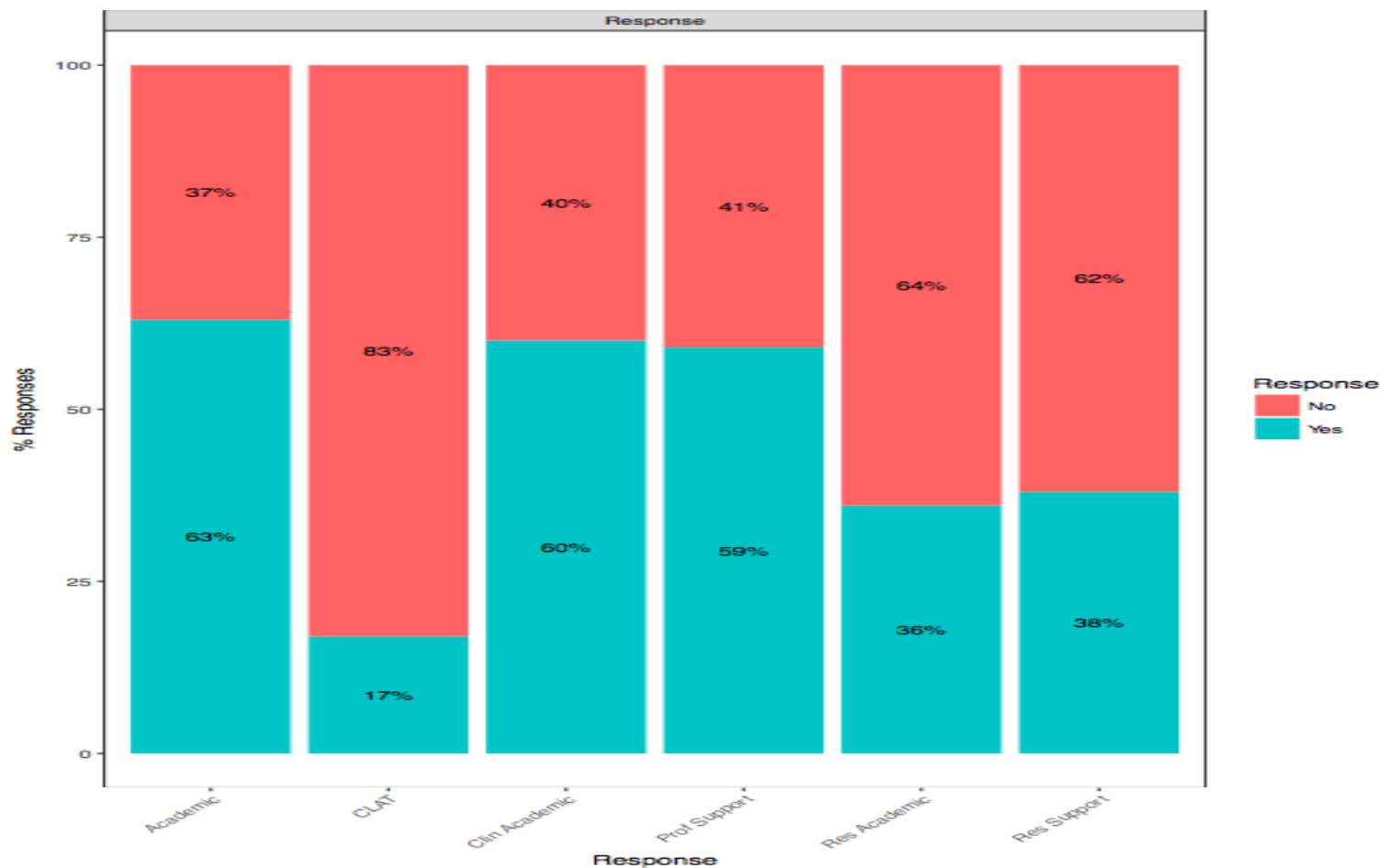


Figure 48: Are you aware that all parents of children up to the age of 8 years are eligible to take Parental leave?

# KEY THEMES: Family Leave



Figure 44: Maternity, paternity, parental and adoption leave (collectively family leave) are available to RCSI employees. Which of the following statements applies to you? (select all that apply) While at RCSI, I have taken a period of

- 43% female staff: 33% male staff **participate in back to work schemes**
- 10% of staff are **aware of Mumager** – back for work scheme
- 38% female v 33% male **aware of Giraffe creche subsidies**. 3% female and 4% male have availed of Giraffe subsidy.
- Request for additional childcare supports prominent.

# Discrimination



- 84% female & 88% male staff **report they have not been discriminated against**
- 52% female & 49% male are **unaware of the procedure for dealing with discrimination/grievance procedures**
- Of those reporting discrimination – 8% female & 2% male staff report **gender discrimination**; 6% female & 4% female **report family/civil status discrimination**
- Other issues – **sexuality, disability, traveller community**

GENDER

FAMILY STATUS

CIVIL STATUS

# Values & Culture



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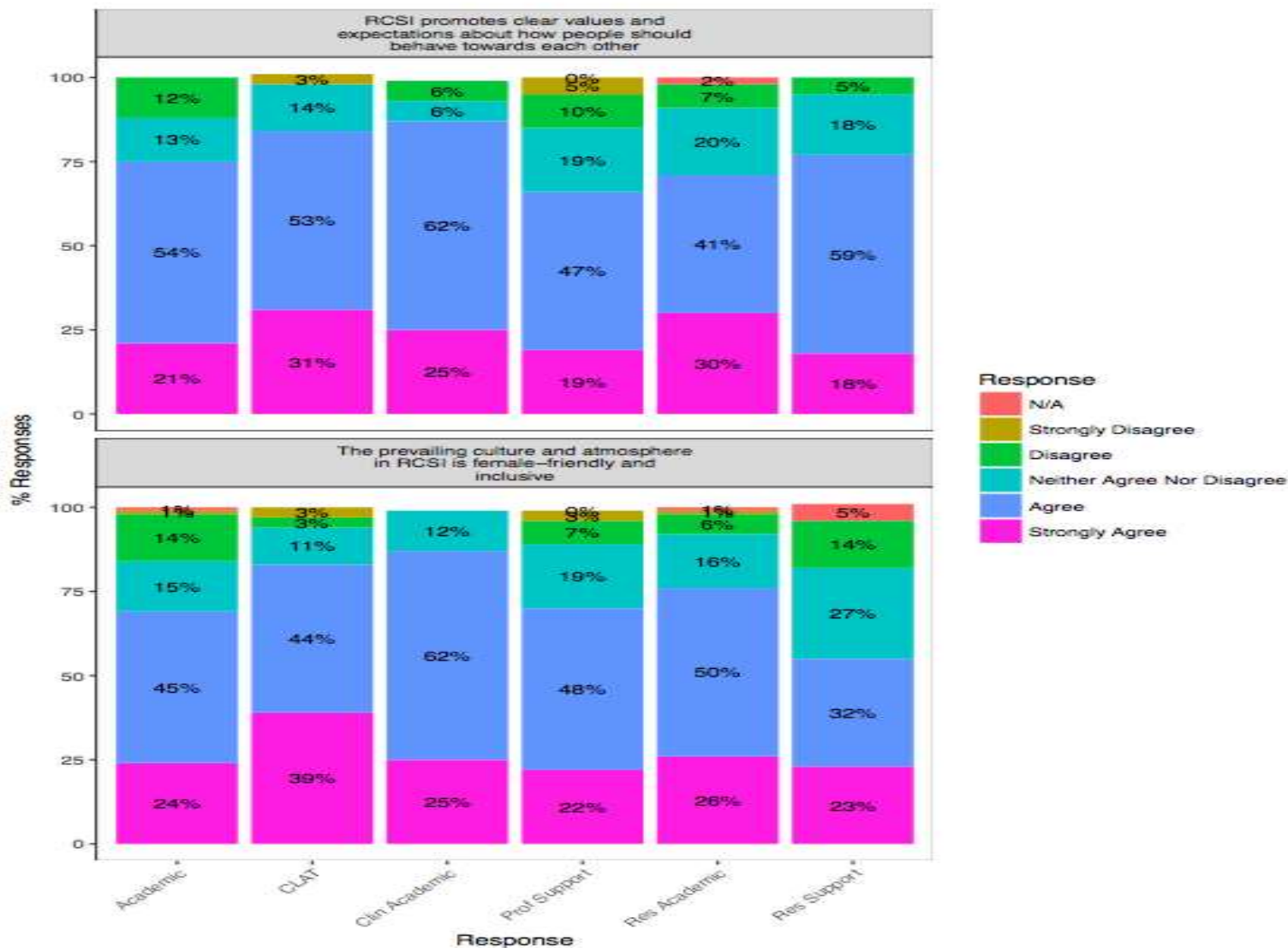


Figure 60: To what extent do you agree with the following statements about the working environment in RCSI?



- 18% female staff & 24% male staff have **participated in Outreach.**
- 71% female & 68% male staff are **interested in participating in Outreach**

- Low uptake of **unconscious bias training** (baseline Q – expected response)
- Limited **understanding of EDI** and participation on EDI training
- 76% female v 69% male **aware of Athena SWAN.**

**WHAT DOES  
SUCCESS  
LOOK LIKE?**



# Governance

- EDI in **Strategic Plan**
- EDI Infrastructure
  - **EDI Committee**
  - **EDI Unit**
- Dedicated **EDI Policy**



# Education

- **EDI Resources and Training**
- **Unconscious Bias  
Training Online Tool**



Unconscious Bias

Welcome to this  
course exploring  
Unconscious Bias.

Press the forward arrow to continue.



# Recruitment/Induction



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- **Promote induction** to clinical and academic staff
- Include **Introduction to EDI** in induction
- Mandatory **Unconscious Bias Training** for all new hires/interview panels
- **EDI proof** - language -job descriptions/application forms/short-listing process
- Greater diversity on **interview panels**
- Add intersectionality criteria to **CORE Staff Portal**

# Work Life Balance

- **Core Meeting Hours Policy:** 09:00-17:00
- **Email Usage/ Out of Hours Policy** – led by example, manage expectation to respond.
- **RCSI Inspire** - Physical, Nutritional, Mental and Occupational health





# Workload Distribution



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- Policy for **rotating admin tasks**  
e.g. minute taking on  
Committees/Staff meetings  
(gender/level of seniority)
- Awareness of unconscious bias in  
**task allocation**

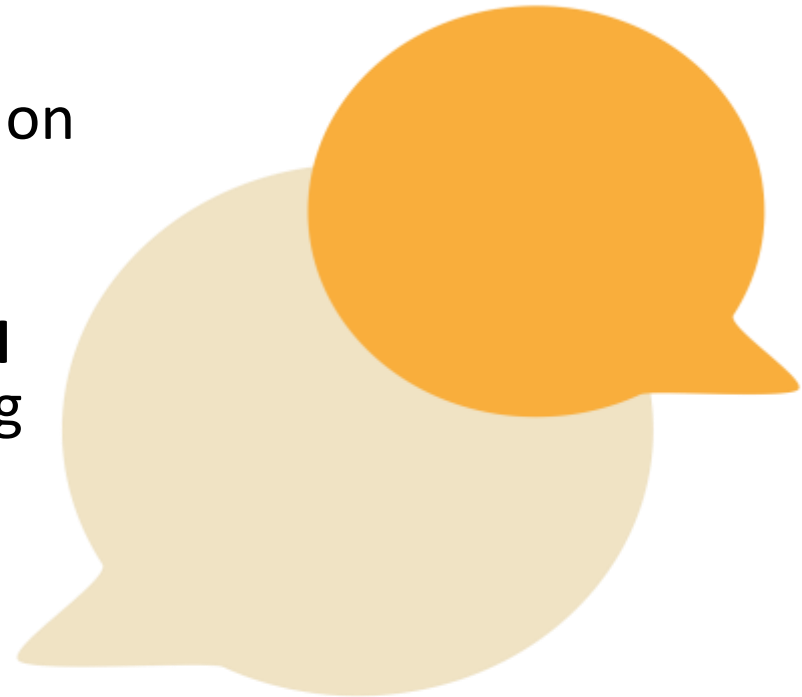


# Promotions

- **Academic:** Provision of Promotions Workshops
- **Professional:** Scoping development of professional staff promotions process
- **Research:** Continued development of HR Strategy for Researchers/  
Develop supports to increase the number of female PIs



- Streamlining of **PDP form**
- Expanding **training for managers** on how to manage PDP process
- From 2018, PDP now includes **EDI metric** – unconscious bias training
- **Decentralisation of PDP Process** among departments
- Scope potential for **360 Degree Feedback**





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# Participation & Representation

- Open up **Committee membership opportunities** to staff
- **40% minimum male/female representation** on panels/committees/conferences
- Encourage women/minorities **to present at/speak at conferences**
- **Diversity of imagery/language** in online/print materials



- Establishment of **Equality, Diversity and Inclusion Committee** to ensure representation/supports under 9 grounds
- Expression of Interest:
  - Staff Pride Network**
  - Staff Parent's Network**
  - Staff Age Friendly Network**



# Participation & Representation



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- **Gender Identity & Expression**  
Policy Launch/Universal Bathroom  
Signage – Feb 2018
- **Disability Access Audit**
- **Role Models: Women on Walls**  
Initiative & dedication of RCSI  
**Buildings/Rooms**
- **Dedicated events:**  
International Men's Day,  
International Women's Day



**Women on Walls: first female Professors - first in science and first in clinical medicine**





# SAVE THE DATE

## We Stand Together – **#HeForShe** Launch International Women's Day 2018

**Location:** College Hall, RCSI, 123 St. Stephens Green

**Date:** 1st March 2018

**Keynote Speech & Panel Discussion:** 12.30 - 2pm

**Side Events:** Barber Shop & DressforSuccess 2pm - 3pm

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# Discrimination



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- **Gender Pay Gap Audit**
- Revision of **Grievance Policy** for bullying and harassment and publish on main RCSI website
- Publish **step by step guide** for how to report an issue
- Promotion of **in-house support/protected disclosure mechanism**
- Promotion of **confidential support systems** – e.g. counselling



# Family/ Carers



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- **Protected time from teaching** post maternity leave
- Define **keep in touch days** to staff/managers during maternity leave
- **Mumager** Back to Work Programme for Mothers Programme – RCSI site – 30 January 2018
- Revised **Carer's Policy**
- Promotion of **Parental Leave**



# Childcare Facilities



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- Renovation of **Breast Feeding Room in 123, provision in Beaumont, Sandyford,** revision of access policy
- Full audit/update of **baby changing facilities** on three Dublin sites
- Giraffe **crèche subsidies**



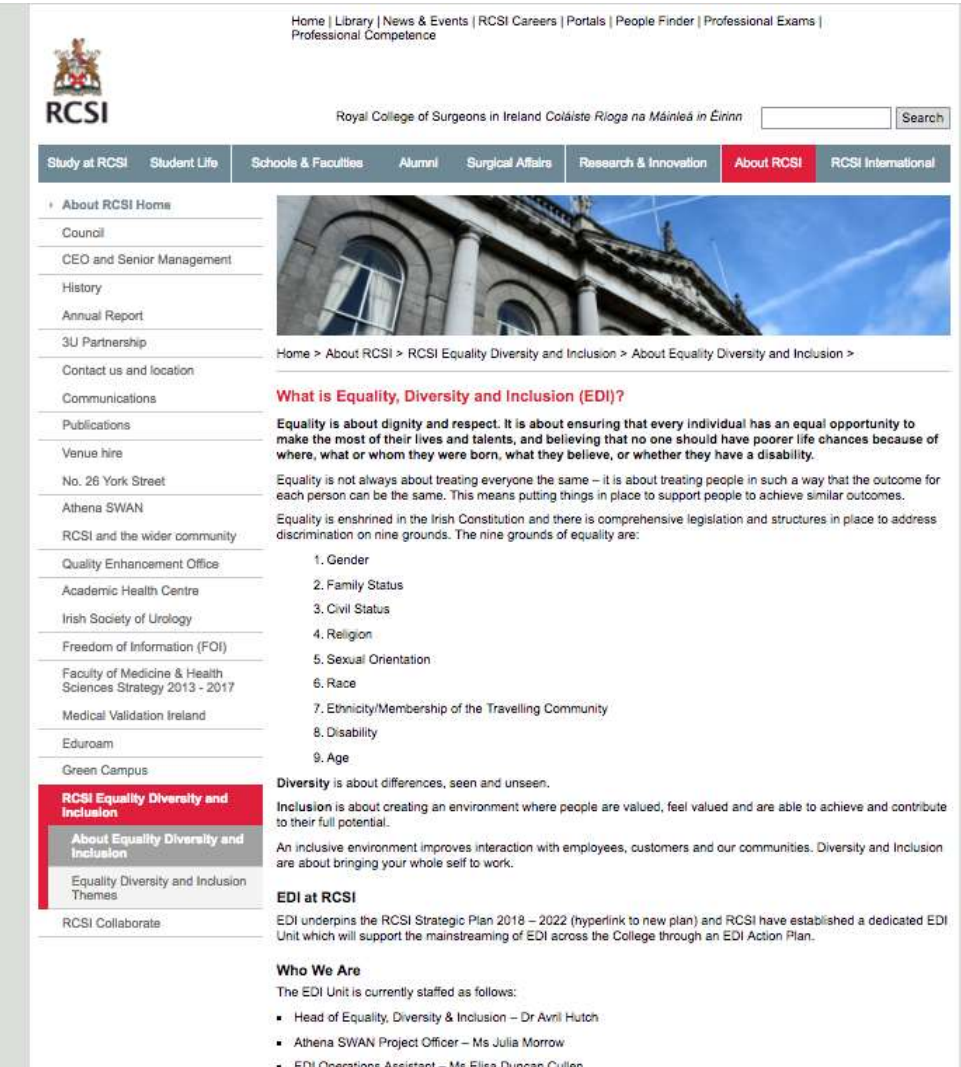
# Outreach

- Clarify definition of Outreach across College
- Highlight activities for staff participation



# Transparency

- EDI webpage
- Publish all HR policies on main RCSI website and re-organise portal
- Annual EDI Consultation & Reporting



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Athena SWAN  
RCSI and the wider community  
Quality Enhancement Office  
Academic Health Centre  
Irish Society of Urology  
Freedom of Information (FOI)  
Faculty of Medicine & Health Sciences Strategy 2013 - 2017  
Medical Validation Ireland  
Eduroam  
Green Campus

**RCSI Equality Diversity and Inclusion**  
About Equality Diversity and Inclusion  
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### What is Equality, Diversity and Inclusion (EDI)?

Equality is about dignity and respect. It is about ensuring that every individual has an equal opportunity to make the most of their lives and talents, and believing that no one should have poorer life chances because of where, what or whom they were born, what they believe, or whether they have a disability.

Equality is not always about treating everyone the same – it is about treating people in such a way that the outcome for each person can be the same. This means putting things in place to support people to achieve similar outcomes.

Equality is enshrined in the Irish Constitution and there is comprehensive legislation and structures in place to address discrimination on nine grounds. The nine grounds of equality are:

1. Gender
2. Family Status
3. Civil Status
4. Religion
5. Sexual Orientation
6. Race
7. Ethnicity/Membership of the Travelling Community
8. Disability
9. Age

**Diversity** is about differences, seen and unseen.

**Inclusion** is about creating an environment where people are valued, feel valued and are able to achieve and contribute to their full potential.

An inclusive environment improves interaction with employees, customers and our communities. Diversity and Inclusion are about bringing your whole self to work.

### EDI at RCSI

EDI underpins the RCSI Strategic Plan 2018 – 2022 (hyperlink to new plan) and RCSI have established a dedicated EDI Unit which will support the mainstreaming of EDI across the College through an EDI Action Plan.

### Who We Are

The EDI Unit is currently staffed as follows:

- Head of Equality, Diversity & Inclusion – Dr Avril Hutch
- Athena SWAN Project Officer – Ms Julia Morrow
- EDI Operations Assistant – Ms Elisa Duncan Cullen

# To Find Out More



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[Email: equality@rcsi.ie](mailto:equality@rcsi.ie)

Website: [www.rcsi.ie/EDI](http://www.rcsi.ie/EDI)

Twitter: @rcsi\_equality