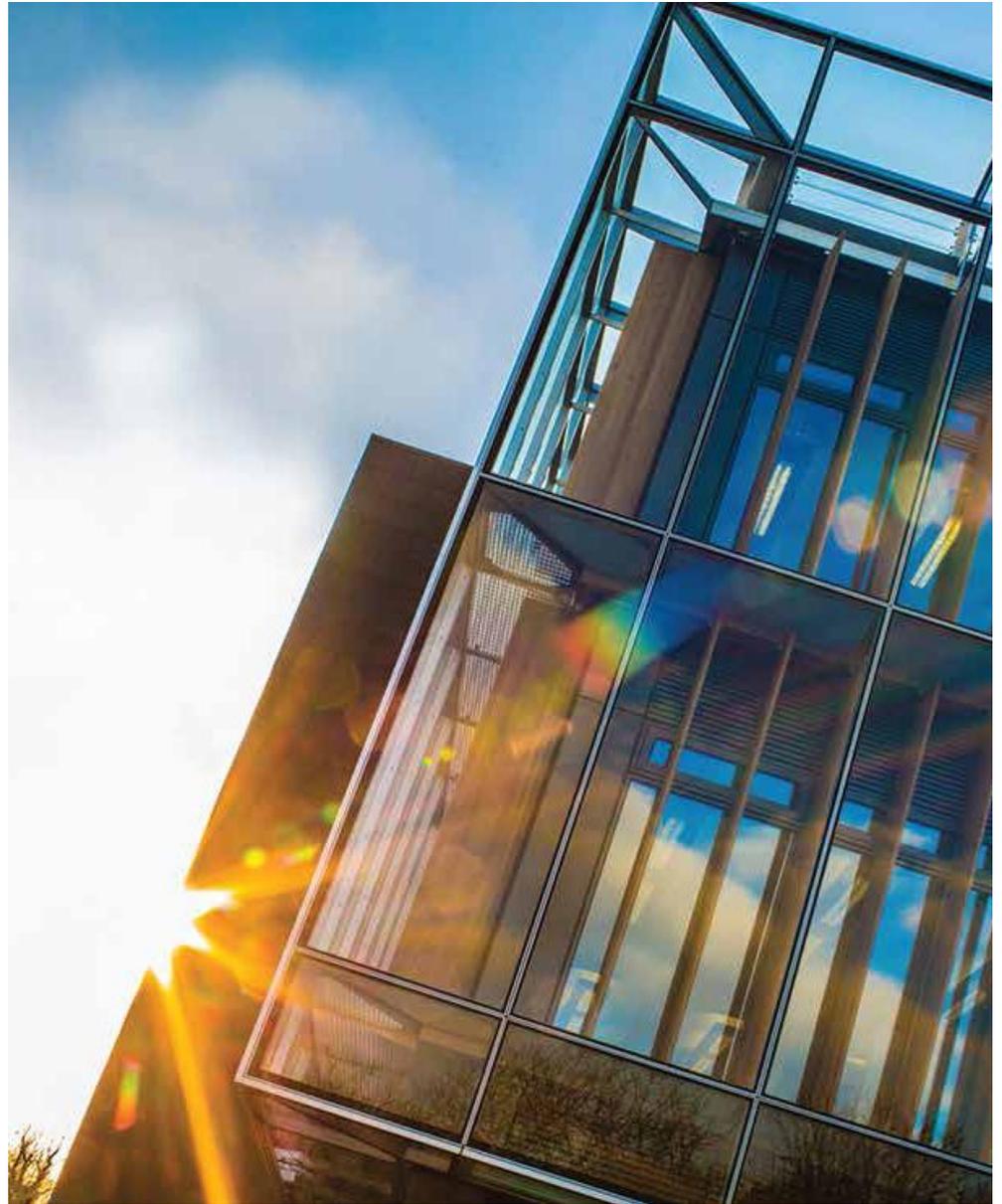




**Maynooth
University**
National University
of Ireland Maynooth

Maynooth University Equality Strategy 2014-2016

Ashley O'Donoghue
HR Equality Officer



Outline

- Maynooth University Equality Strategy
- Equality Plan – specific areas of focus for 2014 -2016
- Actions completed to date

Equality Strategy

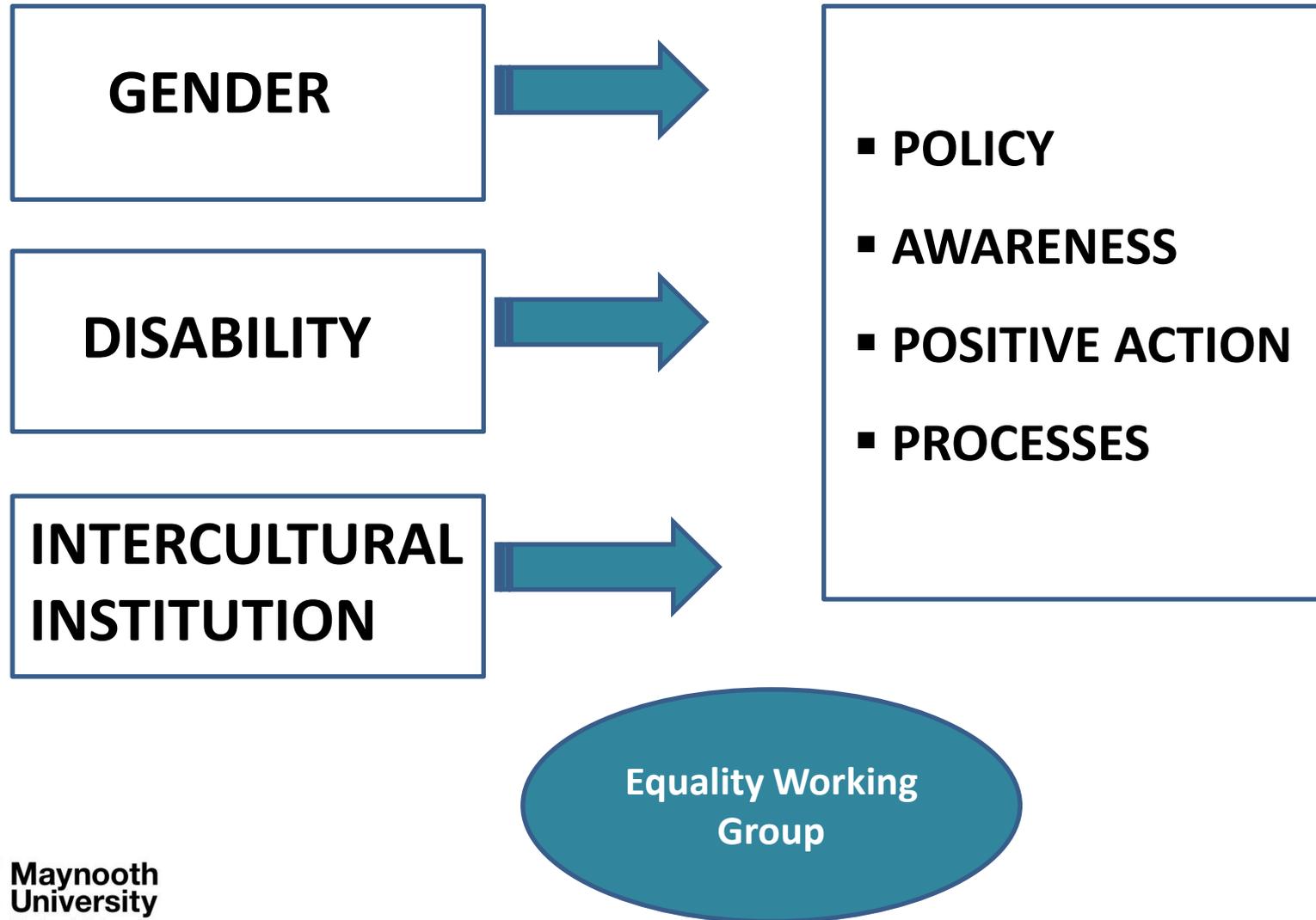
The HR Equality Strategy aims to;

- Promote equality of opportunity for all employees and students.
- Support the university's principles and values of equality, inclusiveness, social justice, respect, dignity and care for the individual.
- Support the achievement of the university's strategic goal '*To be an excellent place to work, known for a collegial ethos which empowers all staff to contribute fully to the development of the university*'.
- Address specific equality areas across the university in **2014-2016** in relation to ***Gender, Disability*** and the ***Intercultural Institution***.

How to meet our Strategic Aims

- Review of the university's structures and culture under each of the nine grounds of equality (*Gender, Civil status, Family status, Sexual orientation, Religion, Age, Disability, Race, Membership of the Traveller community*) as follows:
 - Equality Policy Audit & Review
 - Equality Awareness and Training
 - Structures and Processes

Specific Areas of Focus 2014 - 2016



Gender Equality : Building on previous work

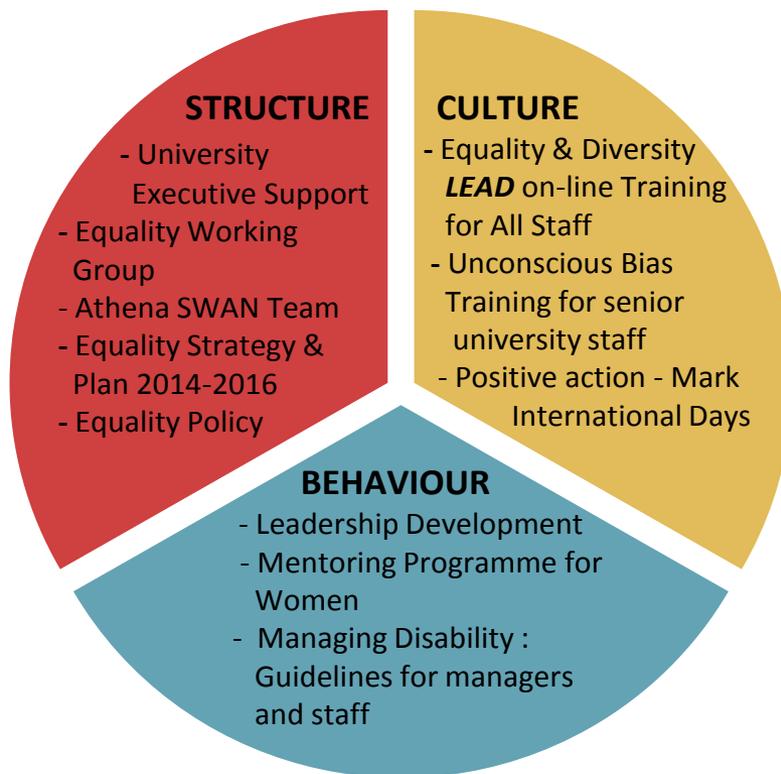
- Report of the Working Group on Gender Equality (2013)
- Policy audit and review (2013)

Eight Key Recommendations:

- Equality policy audit , review and update;
- Work practices that support gender equality;
- Monitor and audit gender equality in university policies, practices, culture;
- Set and monitor gender targets;
- Training to support women's career progression;
- Career planning and career progression support;
- Communicate organisation support for gender equality;
- Organisation structures that support gender equality.

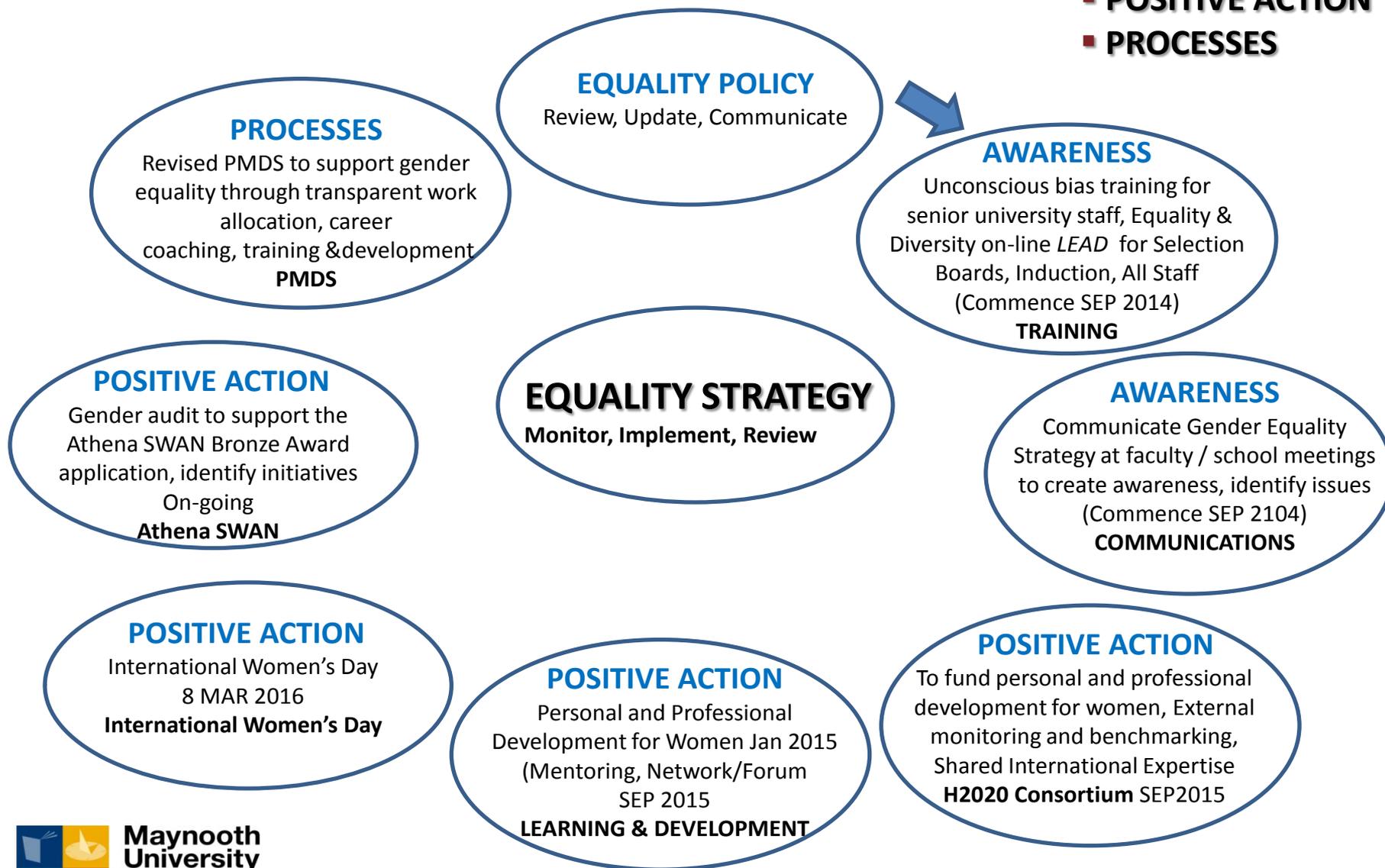
Maynooth University Equality Strategy & Action Plan 2014-2016

Equality through Structure, Culture, Behaviour



Gender Action Plan

- **POLICY**
- **AWARENESS**
- **POSITIVE ACTION**
- **PROCESSES**



LEAD – Living Equality & Diversity

Maynooth University Newsletter December 2014

Maynooth University Equality and Diversity eLearning Programme for Staff - LEAD (Living Equality & Diversity)

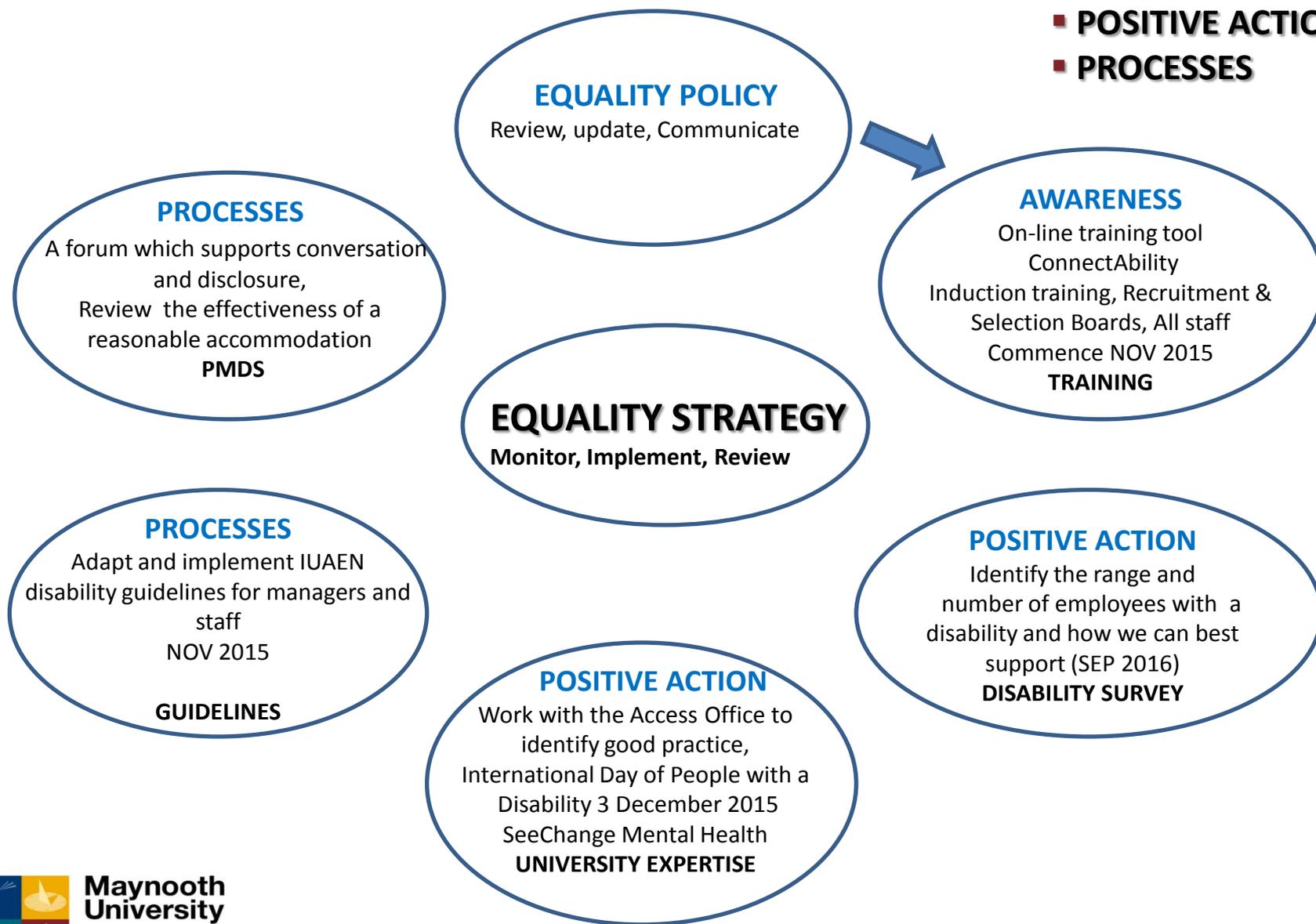
As part of the Equality Strategy, the HR Department is launching a new on-line learning programme in November 2014 to create awareness of the university's commitment to equality and diversity. The **LEAD** programme, Living Equality and Diversity, was developed in conjunction with the Irish University Association Equality Network and focuses on what equality and diversity means in the context of Irish universities. The LEAD programme aims to create awareness about unconscious bias, stereotyping and discrimination, and highlights the role we all have to play in promoting an inclusive and supportive university environment.

All university staff can access the LEAD programme through the Human Resources webpage: <http://humanresources.nuim.ie/index.shtml>

If you have any queries regarding the programme, please e-mail: equality@nuim.ie

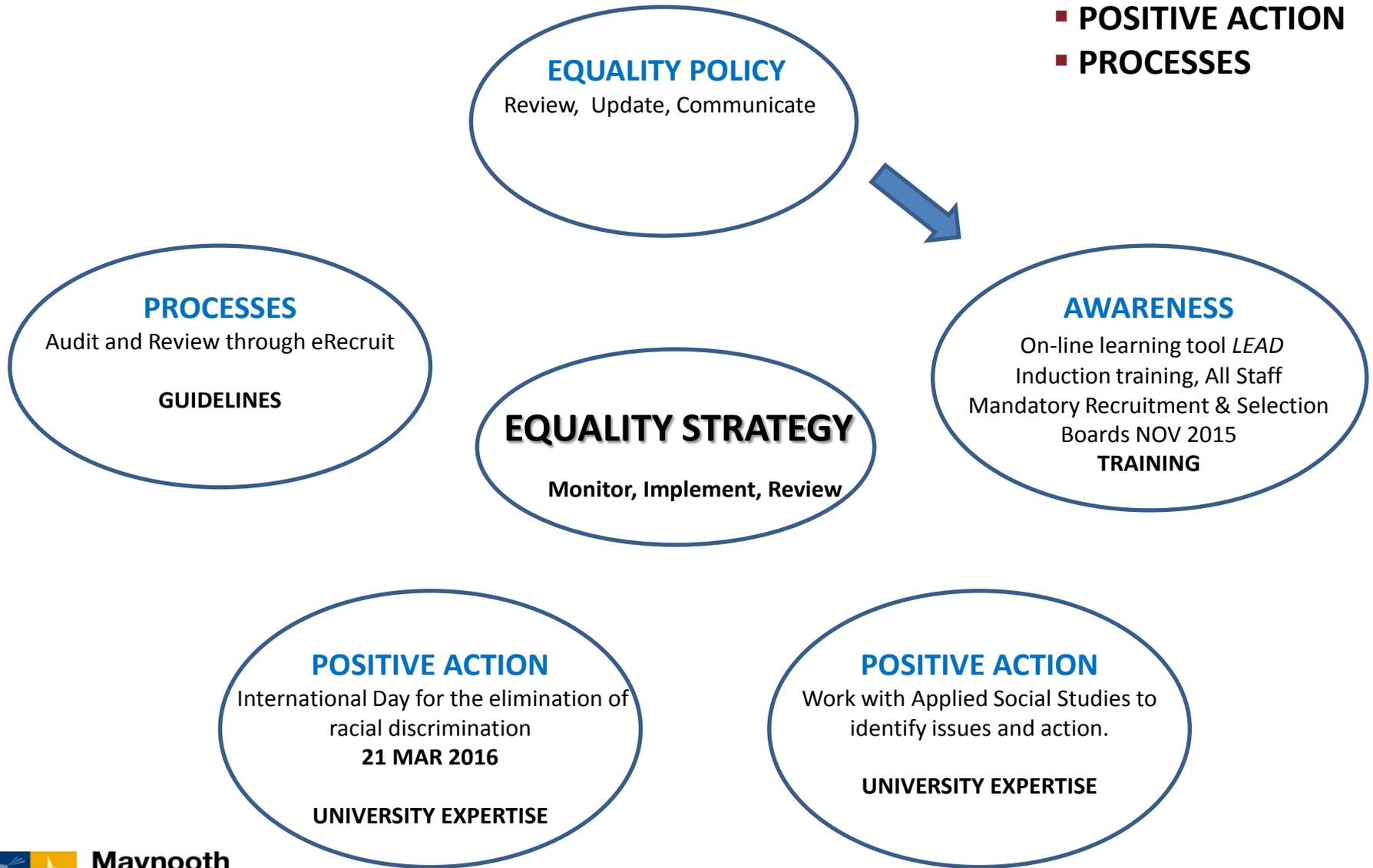
Disability Action Plan

- **POLICY**
- **AWARENESS**
- **POSITIVE ACTION**
- **PROCESSES**



Intercultural Institution Action Plan

- POLICY
- AWARENESS
- POSITIVE ACTION
- PROCESSES



MAYNOOTH UNIVERSITY EQUALITY UPDATE

Thank You

LEAD Living Equality & Diversity

<http://humanresources.nuim.ie/index.shtml> (HR website)

<http://www.leadequalitynetwork.com/> (Direct site link)