



Equality, Diversity, Inclusion and Interculturalism at MIC

We are delighted to bring you our second circular on our work that seeks to underpin an ethos and practice of EDII at MIC. Highlights include our successful EDII Project Awards fund application; the response rate for the AS staff survey; and an invitation to contribute to the Teaching for Inclusion Seminar Series in 2023. We also invite the College community to share with us details of any activities which align with the College of Sanctuary work. Our EDII section on the MIC site is now live, [here](#).

EDII Project Awards 2022

The first MIC EDII Project Awards were launched on 4 October that aim to catalyse and embed EDII across MIC through new collaborative activities. These Awards encourage collaboration and partnerships between professional service and academic staff along with students and community organisations. All applications were independently evaluated by the EDII Office and EDII Champions and funding has been awarded based on these recommendations. We are delighted to share with you the details of the 11 successful projects below. Further details will be available on our website in the New Year.

Project	Applicants
Conference raising awareness of plight of Afghan women and girls	Prof. Gary O'Brien (VP, Governance & Strategy), Dr Rosemary Day, (HoD, Media and Communication Studies), Holly Cowman (Director of International Engagement) & Nasratullah Taban (MA in Media Studies student from Afghanistan)
Arts for All Day	Dr Dorothy Morrissey and Liam McCarthy (MIC Artist in Residence)
Coming out bright: Supporting the needs of Gifted LGBTQ+ Learners in Ireland	Prof Niamh Stack in collaboration with Dr Colm O'Reilly and Orla Dunne from the Centre for Talented Youth in Ireland
Community Sponsorship Programme	Dr Brigid Golden
"In the Diaspora"	David Chisanga, MA in Media Studies
World Café	Áine Lyne & Lisa Martin, EDNIP
Public Lecture by Sara Ahmed	Dr Fiona McDonagh on behalf of the MIC FemFest committee
Fostering dialogue about religions and beliefs in MIC and the wider community	Associate Professor Patricia Kieran
Migrant Parents and Cooking for Cohesion	Phase 1: Dr Sandra Ryan and Tracey Fitzgerald Phase 2 and 3: Dr Sandra Ryan, Dr. Fiodhna Gardiner-Hyland; Dr. Ruth Bourke, Margaret Grace, Paula Mullins and Lead EAL teachers from 10 TEAL DEIS Band 1 Project schools
Peer Mentoring Programme for B.A. Students	Rob O'Halloran
Traveller Parent Engagement in Science for Fun	Dr Sandra Ryan, Dr Maeve Liston and Dr Eleanor Walsh

Athena Swan Staff Survey 2022/22



A huge thank you to all staff who completed the Athena Swan survey last month. We greatly appreciate the time and effort taken to fill out the survey. We would also like to thank members of our EDII Implementation Committee who developed and piloted the survey, along with support from units such as the Quality Office, VPAA and President. This survey will also help us track our progress since 2020 as well as identifying strategic priority areas for change and a set of future actions. Following analysis, a report will be shared with all staff in the New Year. There were 273 responses to the survey which equates to a 46% response rate from all staff (67% excluding part time hourly paid staff and school placement tutors).



Teaching for Inclusion Seminar Series - Call for Speakers

The MIC Teaching for Inclusion Seminar Series as a pilot activity commenced in September 2022 and offered to the primary and post-primary teaching community. The series was delivered online on a bi-weekly basis at 7pm making it available to teachers nationwide and recorded for our Sanctuary Hub for people to watch later. The series is recorded and then placed on the MIC Sanctuary Hub as a legacy resource. Up to 55 participants have attended each seminar to date. To date, the series has included the following:

- Tuesday 20 September at 7pm with a talk on The Place of Music in the Intercultural School presented by Dr Ailbhe Kenny.
- The Embracing Diversity Nurturing Integration Programme (EDNIP): Sharing learning on developing a model of integration in primary schools. Presented by Dr Ruth Bourke & Áine Lyne. 4 October at 7pm.
- Starting from where the child is at: Insights and Strategies from the TEAL (Teaching English as an Additional Language) Project. Presented by Dr Fíódhna Gardiner-Hyland. 18 October at 7pm *(postponed).
- Universal Design for Learning: Designing flexible inclusive learning environments for ALL learners Presented by: Jean Reale, Centre for Learning Enhancement & Academic Development (LEAD) 15 November at 7pm.

- Re-telling Red Riding Hood around the world: Exploring European and global perspectives in the intercultural classroom. Presented by Dr Sabine Egger, Department of German Studies & Irish Centre for Transnational Studies. 29 November at 7pm.
- Discussing migration in Irish classrooms: Strategies and resources for exploring migration with pupils. Presented by: Donnah Vuma, Doras Luimní, MASI (Movement of Asylum Seekers Ireland) and ECIYC (Every Child is Your Child) and Dr Brigid Golden, Department of Learning, Society, and Religious Education (LSRE) 13 December at 7pm.

Should you like to be part of the series in Spring and Autumn 2023, please complete the form [here](#).

College of Sanctuary - MIC Activities

As part of the designation towards College of Sanctuary Designation at MIC to support those seeking International Protection in Ireland, we would like to capture the ongoing work of the College community in this area. We invite you to complete this short MS form [here](#) to help us collate additional activities that align to the Sanctuary programme that we may not be aware of – this will help us strengthen our application. Read more about our sanctuary work [here](#).

Christmas Wishes from the EDII Office

Wishing you all a Merry Christmas and a prosperous New Year.

Nollaig Shona Duit

Thank you all for your continued support throughout 2022 and we look forward to working closely with you all in 2023.



Ensuring Inclusive Research Careers Conference

Save the date: 10 January 2023 Ensuring Inclusive Research Careers

This conference, co-organised by the Royal Irish Academy and the HEA, will explore the challenges to inclusivity in research careers and the influence of issues such as research assessment and the challenging economic climate on the diversity of those pursuing and succeeding in careers in research. It will champion examples of positive change in Ireland and abroad, and engage with Vice Presidents for Research, Vice Presidents for EDI and HR leadership, in addition to research leaders such as directors of research institutes.

Further details and a booking link will follow.

The RIA are also seeking expressions of interest from organisations that have introduced novel measures to increase and support diverse research career pathways who would like to participate in this event – there will be an opportunity for brief flash presentations. Please contact Vanessa Carswell at v.carswell@ria.ie

Advance HE In Partnership with Ireland Newsletter

We are delighted to share this month's edition of the Advance HE member newsletter:

[In Partnership, December 2022](#).

This edition has a nice recap of all the collaborative work that was completed in 2022, which you can review for interesting projects and reports. We have also highlighted items to note below.

Leadership

Member-only Event: Executive leaders from Irish member institutions have been invited to join a collaborative session, 'Strategic and Sustainable: Embedding SDGs in HE' which we are hosting on Jan 31st in Dublin. The agenda will cover THE Impact Rankings, an update from the DFHERIS on ESD, current research on enabling integrated policy making with SDGs, as well as a collaborative workshop session on strategic alignment. We are holding 2-3 spaces for each member institution. Contact edii@mic.ul.ie for further information.

Member Project: [Tertiary Education – Navigating Complexity](#) launched in Nov for all members to engage in leadership challenges facing the evolution of tertiary education systems. Outputs: [Blog](#), [Crowdsourced Big Questions/Big Solutions](#), Webinar and Panel Discussions in 2023

Equality, Diversity, and Inclusion

Member Resource: The outputs from the 21/22 Collaborative Development Fund on Inclusive Institutions have been published for members. Case studies on [Inclusive Institutions: enabling and supporting culture change](#) are now available.

Conference: The Programme for the [EDI Conference on 15-16 March 2023](#) has been published, including contributions from University of Galway, Munster Technological University, and South East Technological University.

Event: [EDI Colloquium on Inclusive Recruitment](#) will be hosted virtually on July 12th, 2023. The call for submissions is now open for work focusing on inclusive recruitment of both staff/students and progress made.

Learning and Teaching

Member Project: The Beyond Flexible Learning member project has completed. The full outputs are available for all members: [Podcast](#), [Modes of learning: Practice Guide](#)

Member Resource: As part of Advance HE's [Student Success Framework review](#), we have undertaken a comprehensive literature review, now available to members: [Internationalisation and students' outcomes or experiences: A review of the literature 2011-2021](#)

Governance

Member Resource: Advance HE have recently launched a [Governor Competencies Map](#) for the UK sector. I hope to speak with governance colleagues in the Irish sector on possible resource development needs that Advance HE can facilitate for members in the new year. Please do review this resource and provide thoughts and feedback.

TALK TO US



We would love to hear from you, if you would like to know more about EDII at MIC, please contact _____ us _____ on:

Email:

edii@mic.ul.ie

Website: <https://www.mic.ul.ie/edii>

Follow us on Twitter for updates @EDII_MIC

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