



Athena SWAN at MIC

Welcome to our 2nd Athena SWAN e-zine. In this edition we'll provide an update on the Athena SWAN project in MIC. We also take a look at “unconscious bias” and why it is important for progress for gender equality. Finally, our HR corner gives a summary of the Career Break policy in MIC. If you want to read more information on the background to Athena SWAN you can see our 1st e-zine at this [link](#). Further information is available on our webpage [here](#).

Athena SWAN Update in MIC

LIBRA Workshop - How to design, implement and follow-up a Gender Equality Plan

A SMART action plan is central to our Athena SWAN Bronze award submission. The European Commission funded [LIBRA](#) project held a workshop on the 14th and 15th of March on “How to design, implement and follow-up a Gender Equality Plan”. MIC Athena SWAN Project Manager Edel Foster attended the workshop in Barcelona, alongside representatives from 15 institutions across Europe. The goal of the training was to enable institutions to bring long-lasting and profound structural change towards Gender Equality.



Drop In Information Sessions

Four information sessions on Athena SWAN were held in November and December on in the Limerick and Thurles campuses. There was a great level of interest with over 60 professional services and academic staff attending. Elaine Murtagh gave an overview of what's involved in Athena SWAN and discussed the potential changes it will make to our workplace. Edel Foster provided detail on the areas that our working groups are examining, such as the workplace culture of the college, flexible working opportunities and career development. Thank you to everyone who attended.

Focus Groups

Several focus groups with MIC staff members took place in Limerick and Thurles last month to discuss gender equality issues at the college. The purpose of the focus groups was to inform the forthcoming staff workplace survey. Thank you to everyone who participated and contributed to very interesting discussions which have given us important data to use to develop our workplace culture survey. Consulting with staff at all stages of the Athena SWAN process is central to the process and raises awareness of gender equality within MIC.

MIC Equality Talks

Join us for our inaugural Equality Talk, a series looking at a range of equality, diversity and inclusivity issues.

Our first talk, to mark International Women's Day, will focus on gender equality in the film industry. There will be an opportunity for questions and answers following the talk.

Title: *Women in the Film Industry: What's the Story?*

Speaker: Dr Susan Liddy

Date: Tuesday 5th March

Venue & Time: Room 202 (Foundation Building) at 1pm

*Tea/Coffee will be provided



Dr Susan Liddy, lecturer in Media Studies, Mary Immaculate College with US writer and director Melissa Silverstein.

All Gender Toilets

You may have noticed MIC's first *All Gender Toilet* in the Foundation Building. More to come in Tara, JHN and Thurles. This is part of our work to support trans staff and students

An All Gender toilet is one which can



be used by a person of any gender or gender identity.



Work Place Culture Survey

Keep an eye out on your college inbox.

We will be emailing the Work Place Culture Survey to all staff shortly.

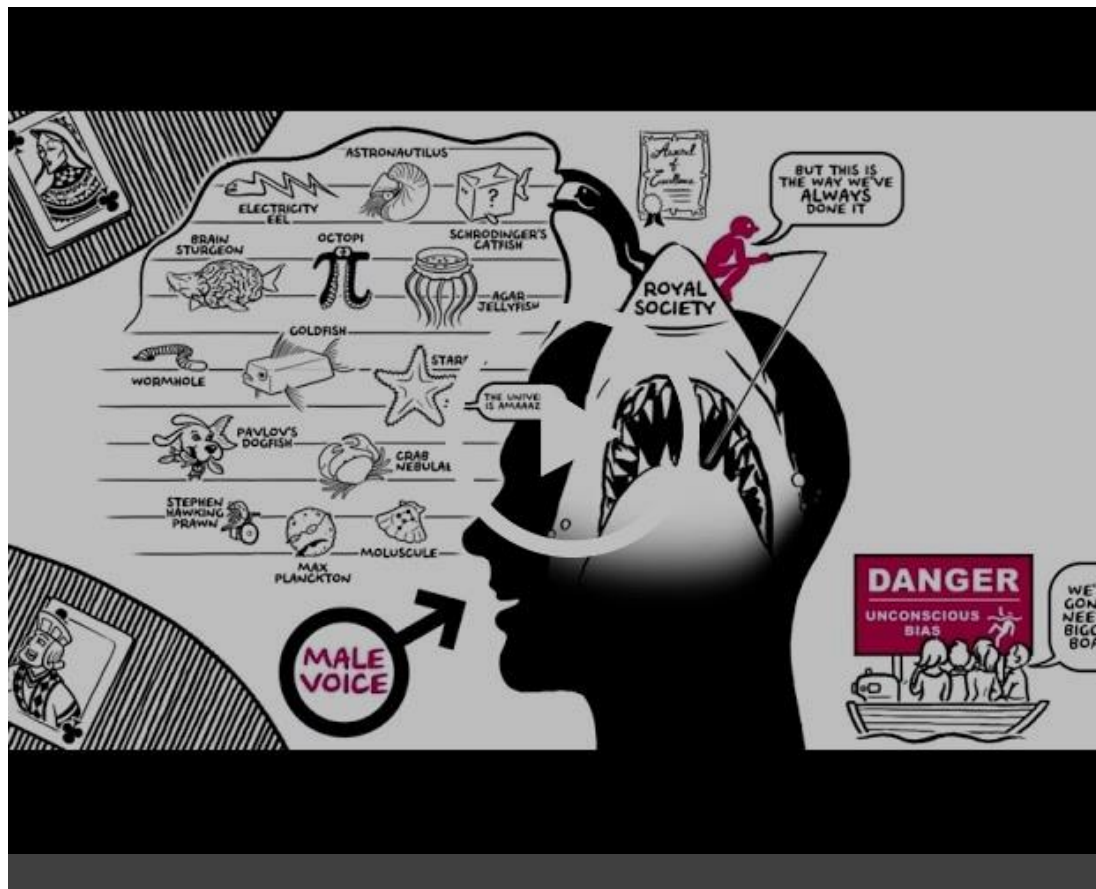
We would urge **all staff** to complete the survey. It is an essential part of the Athena SWAN process and will help bring about changes within MIC.



In this Ezine, we look at the area of unconscious bias and the effect that it can have on individuals and organisations. Unconscious biases are views that we have that are beyond our conscious control.

Everyone has unconscious biases, which have historically helped humans to navigate the world around them. Every day we each make thousands of unconscious assumptions and decisions. However unconscious bias may be a barrier to equality, diversity and inclusion due to the influence on our interactions and the decisions that we make.

Watch this video for an introduction to the key concepts on unconscious bias.



What to learn more?

- Unconscious Bias Awareness training will be made available in MIC later this year. More information to follow!
- Test yourself for hidden bias! Click [here](#) for several Implicit Assosiation Tests (IATs)
- Watch this video: "[Flipping Stereotypes](#)".
- Read about the impact of unconscious bias in [higher education](#).

HR CORNER



CAREER BREAKS AT MIC

Who can apply?	<ul style="list-style-type: none"> Open to both academic and professional service staff. 	<ul style="list-style-type: none"> Must be an employee of MIC for at least 3 years.
	<ul style="list-style-type: none"> Open to job sharers and part-time employees. 	
What is the duration?	<ul style="list-style-type: none"> Minimum of 6 months. 	<ul style="list-style-type: none"> Maximum of 3 years at a time.
	<ul style="list-style-type: none"> Extensions can be applied for. 	
How do I apply?	<ul style="list-style-type: none"> Discuss the dates/duration with your Head of <u>Dept</u>/Line Manager. Submit a letter of application to HR; with a copy to your Head of <u>Dept</u>/Line Manager. 	<ul style="list-style-type: none"> Include the intended purpose of the Career Break and duration.
	<ul style="list-style-type: none"> All staff must notify HR in writing at least 3 months before they are due to return. 	
How does it affect my salary?	<ul style="list-style-type: none"> You do not get paid while on Career Break This time does not count as service. 	<ul style="list-style-type: none"> You do not contribute towards your pension entitlements while on Career Break
Can I apply for promotions while on leave?	<ul style="list-style-type: none"> Ensure to clearly state on the form if you wish to be considered for promotion or notified of recruitment competitions within the college. 	

EVENTS AT MIC

Fem Fest 2019

MIC hosted it's inaugural Fem Fest from February 5th to 15th. The festival's programme of events ranged from musical and theatrical performances, art exhibitions, lectures, seminars on diverse topics such as women in the film and

Book Seed Limerick launch

A new initiative which aims to encourage and support parents to read to babies from the youngest age was launched this month in MIC. A research team from MIC will be evaluating this worthwhile initiative which was launched

sports arenas, and much more. Congratulations to the Fem Fest committee along with all those who made the festival a success. Looking forward to see what Fem Fest 2020 will have in store. More information [here](#). #FemFestMIC



by Mayor of Limerick, Councillor James Collins and funded by the JP McManus Trust. Read more about the launch and new scheme [here](#).



Twitter Highlights:

Follow @MICAthenaSWAN on Twitter to keep up to date. Here's some of the recent twitter stories that may be of interest to you:



"Gender imbalance in senior positions in higher education: what is the problem? What can t
New research article by Professor Pat O'Connor

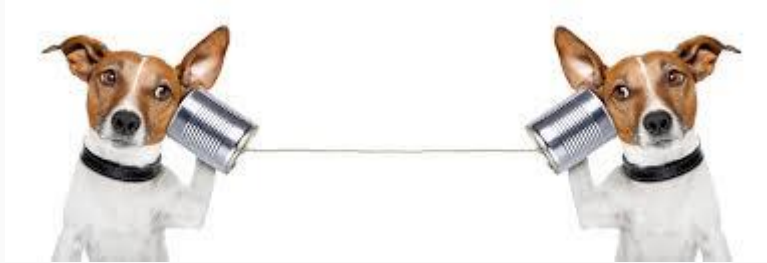


Announcement of the Athena SWAN Ireland National Committee Chair & Vice Chair.



This interesting and thought provoking article is worth a read; *Feminism is for Everybody*

TALK TO US



We would love to hear from you, if you would like to know more about Athena SWAN or would like something included in the Ezine. Contact Edel on edel.foster@mic.ul.ie or 061 204338. Follow us on Twitter for updates [@MICAthenaSWAN](https://twitter.com/MICAthenaSWAN)

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