



Athena SWAN at MIC

Welcome to the 1st 2020 edition of the Athena SWAN e-zine. We have lots to share with you including the Institution Application for the Bronze Athena SWAN Award, the recent Senior Academic Leadership Initiative (SALI) results; and upcoming events. We also take a look at an impact evaluation of the Athena SWAN Charter. Finally, our popular HR corner gives a summary of the Paternity Leave policy in MIC.

Click [here](#) to read our Athena SWAN 2019: Year in Review.

If you want to read more information on the background to Athena SWAN you can see our previous e-zines at this [link](#). Further information is available on our webpage [here](#).

Athena SWAN Update in MIC

Athena SWAN Bronze Institution Application

Following extensive consultation with staff and college committees, the first MIC Athena SWAN bronze level Institution Award application was submitted to Advance HE at the end of November. We are pleased to be able to share the submission with you, available on the portal [here](#). Many thanks to all the members of the Self-Assessment Team for their work in developing the application. Thanks also to all staff who completed the staff survey in March.

Staff Consultation Drop-In Sessions

In October, all staff were invited to consultation sessions in Limerick and Thurles to review the draft action plan and discuss the submission with the AS Team. Thank you to all who attended. Your feedback is always valued and we are always available to answer any queries you may have.



Equality Talk #3

On 30th October, Dr. Aoife Neary delivered the 3rd talk in our series on her extensive research in the area of gender and sexuality diversity in Irish Education. Those in attendance were part of a very open and thought provoking Q&A following the talk.



International Men's Day

To mark International Men's Day on 19th November, our guest speaker, David Gough, gave the audience an insight into his journey to becoming one of Ireland's top GAA referee's and also the first openly gay GAA referee at that level. Thank you to all who attended to event



Investors in Diversity Award

In September the College was awarded for its efforts to embed equality, diversity and inclusion into its wider organisational systems. The Investors in Diversity Bronze Award from the Irish Centre for Diversity (ICD) recognises the work undertaken by Irish organisations who have proactive diversity and inclusion policies in place.



Dates for your diary

Call for Abstracts

Call for abstracts for the 11th European Conference on Gender Equality in Higher Education to be held in Madrid on 16-18 September 2020. The 11th European conference, with the theme "*Advancing gender mainstreaming in Academia, Research and Innovation*" welcomes high-level contributions in a number of thematic areas. Click [here](#) to read more. The deadline for submission of abstracts is February 15th.

International Women's Day

International Women's Day takes place on Sunday 8th March. More to follow on details of our exciting events in MIC to mark the day. Keep an eye out for emails and on the college screen for further details. The events will be open to all staff and students, and will take place on Limerick and Thurles campuses during the week prior to and/or after the 8th March.

SALI Posts Announced

Earlier this month, Minister of State for Higher Education Mary Mitchell O'Connor announced the first 20 posts to be funded under the Senior Academic Leadership Initiative (SALI). 12 HEIs were successful in securing the professorial-level posts, with 7 HEIs awarded 2 posts. The initiative is aimed at taking positive action to accelerate gender equality goals and objectives in Irish HEIs. Read more about the posts and the initiative [here](#).



An Impact Evaluation of the Athena SWAN Charter (2019)

In 2018, Advance HE commissioned Ortus Economic Research and Loughborough University to evaluate the impact of the Athena SWAN Charter across the higher education and research sector to determine its effectiveness as a vehicle for sustainable change, and to identify areas for further development.

The report, which was funded by the Wellcome Trust, the Royal Society and the Department for Health, focusses on five key aspects of impact in UK higher education and research:

1. gender profiles,
2. recruitment and promotion of women,
3. culture change,
4. engagement with the charter in the sector, and
5. experiences and perceptions of the awards process and charter implementation.

Key Findings

- The charter is most effective as a tool to ensure that practices and policies present no disadvantage to any member of staff or student, targeting cultural change.
- Strong evidence that the charter processes and methodologies have supported cultural and behavioural change – not just around gender equality, but
- Considerable challenges which threaten ongoing engagement, including resource requirements and lack of leadership support.
- A wide range of impacts around gender balance have been reported. These include an increase in the number and proportion of women in academic and research posts, from the most

equality and diversity in all its forms.

junior to the most senior, though there is evidence that such impacts can take time to materialise.

Read more about the independent report into the impact of the Athena SWAN Charter [here](#).

HR CORNER



PATERNITY LEAVE AT MIC		
Who can apply?	Open to both academic and professional service staff.	
How long is it for?	Two consecutive weeks.	Any time from the birth/adoptive placement of the child up to 26 weeks.
How do I apply?	Discuss the dates/duration with your Head of Dept/Line Manager. Submit a letter of application to HR; no less than 4 weeks prior to leave commencing.	For births/placements before or after the expected dates, contact HR as soon as possible.
How does it affect my salary?	Paternity Leave is paid leave.	Paternity benefit is managed by the Department of Social Protection.
	You may qualify for Paternity Benefit from the Department of Employment Affairs and Social Protection if you have sufficient PRSI contributions.	Staff who are eligible for the benefit should contact HR as soon as possible.
Is my annual leave affected?	Your annual leave is not affected; you maintain your full annual leave entitlement.	
How are bank holidays accounted for?	You are still entitled to public holidays during parental leave and these should be added at the end of the leave period.	
What happens if I am sick during the leave?	Can be paused if the employee becomes sick.	

Click [here](#) to read the College's Paternity Leave Policy.

EVENTS AT MIC

Modern Day Slavery and Human Trafficking

The Santa Marta Colloquium, which highlighted the issue of modern slavery and human trafficking, was held in MIC in November of last year. This research theme has emerged from the long standing commitment of the College to promoting social justice in a fair and compassionate society. More information [here](#).



MIC in Contention for Education Awards



The Education Awards will recognise, encourage and celebrate excellence in the third level education sector on the island of Ireland from both State and privately funded institutions. LINC and 'Discover the World' programmes have been shortlisted for the awards which take place on the 20th February. Best of luck to all involved. Read more [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:



New teaching initiatives aim to diversify a 'white, middle-class' profession



Past student and Irish Rugby captain shares what it took to achieve her dream.



Evaluating unconscious bias in speaker introductions at scientific meetings

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)