



## **Athena SWAN at MIC**

**Welcome to our Autumn edition of the Athena SWAN e-zine. We have lots to share with you including the Staff consultation for our Athena SWAN application; an invitation to join our drop in consultation sessions and upcoming Equality Talks. We also take a look at the SAGE Charter of Principles for Gender Equality in Higher Education which was launched in May this year. Finally, our popular HR corner gives a summary of the Force Majeure Leave policy in MIC.**

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](#).

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## ***Athena SWAN Update in MIC***

### ***Staff Consultation on the Athena SWAN application***

We are pleased to be able to share the draft of our Institutional Athena SWAN application with you, available on the portal [here](#). A consultation period with staff is open until the **11<sup>th</sup> October** and we invite feedback using the feedback form [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.

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### ***Staff Consultation Drop-In Session***

Staff are invited to view our draft Athena SWAN Action Plan during drop-in sessions in MIC Tipperary and Limerick. Please feel free to call during the times below. Edel and Elaine will be on hand to respond to queries and chat informally about the plan.

**Thurles:**

Date: Tuesday 8th October

Venue: Conference room 125 (President's Boardroom)

Time: 10.30am – 11.30am

**Limerick:**

Date: Wednesday 9th October

Venue: G10

Time: 1.30am – 2.30pm



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## ***Highlights from our Staff Survey***

In March 2019 we invited all staff to complete a survey about their experience of working in MIC. This was an essential step to help us develop our application for the Athena SWAN award. Please click [here](#) to view the highlights from our staff survey. We have compiled this document to give you an overview of the key findings. A more detailed report will be prepared in the coming months.



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## ***Dates for your diary***

### **Equality Talk #3**

Dr. Aoife Neary will join us on Wednesday 30<sup>th</sup> October for the third seminar in our Equality Talk series, *'Exploring Gender and Sexuality Diversity in Irish Education'*. Dr Neary is a lecturer in UL's School of Education. Drawing on feminist, queer and affect theory, her work explores the politics of gender and sexuality as they are lived, constructed and configured in schools and

### **International Men's Day**

One of the country's top GAA referees, David Gough, joins us on Tuesday November 19<sup>th</sup> to mark International Men's Day. David, a primary school teacher and GAA Education and Development Officer in DCU, refereed the men's All Ireland Senior Football final on

society.



1<sup>st</sup> September. More details coming soon.



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## **SALI Initiative**

The Senior Academic Leadership Initiative (SALI) funded by the Department of Education and skills and managed by the HEA, aims to support Higher Education Institutions (HEIs) to deliver on equality goals. Over the next three years, the SALI will award funding for up to 45 senior academic leadership posts in HEIs across Ireland, specifically aimed at attracting outstanding female applicants both from within the sector in Ireland and internationally. Read more about

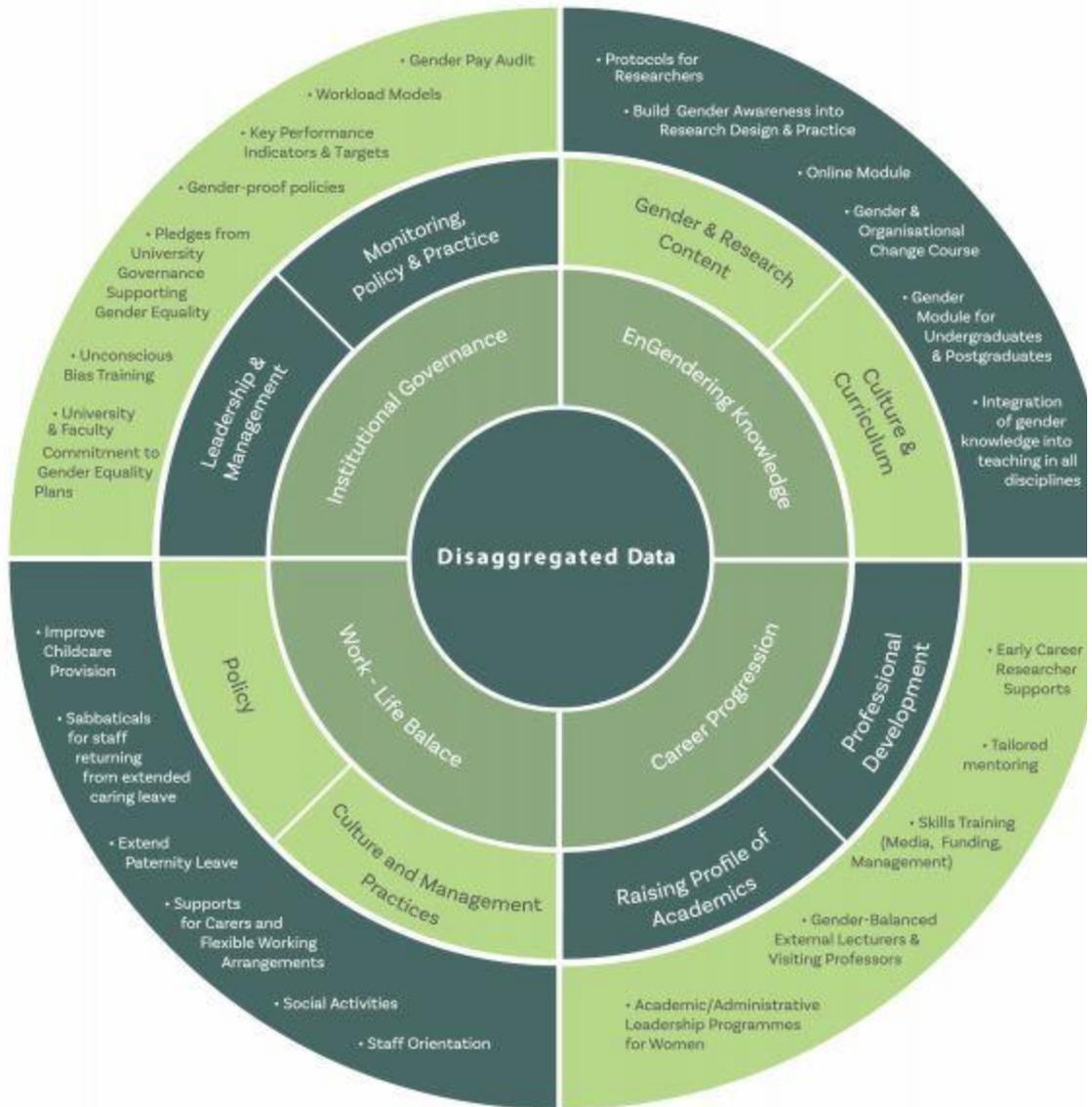
the initiative [here](#).



In this Ezine we look at the SAGE Charter of Principles for Gender Equality in Higher Education. **SAGE** (Systemic Action for Gender Equality) is an EU-Horizon 2020 funded project designed to seek stronger action on gender equality in higher education and research. SAGE devises and implements interventions to advance gender equality in European countries, and is being led by Trinity College Dublin. SAGE has developed a proven model (below) that can be implemented throughout the European research sector and beyond.

Endorsing the SAGE Charter means supporting structural, cultural and political change to eradicate sexism, bias (conscious and unconscious) and other forms of discrimination in research and higher education, and advancing an intersectional and inclusive concept of gender.

The SAGE Charter contains 12 Principles which aim to remove barriers to the recruitment, retention and career progression of female researchers, correct gender imbalances in decision-making processes, and strengthen the gender dimension in research programmes. Read more about the SAGE Charter [here](#).



**SAGE Wheel Model for Gender Equality Plans**

What do you know about women in the EU Research Sector?  
 Click on the image below to take some short quizzes to find out:

Take the Quiz!



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***HR CORNER***



<b>FORCE MAJEURE LEAVE</b>		
<b>Who can apply</b>	<ul style="list-style-type: none"> <li>Open to all employees in respect of unplanned and unforeseen for urgent family reasons (e.g. illness/injury of an immediate family member)</li> </ul>	
<b>What is the duration?</b>	<ul style="list-style-type: none"> <li>Max 3 days in 12 consecutive months</li> </ul>	
	<ul style="list-style-type: none"> <li>Max 5 days in 36 consecutive months</li> </ul>	
<b>How do I apply?</b>	<ul style="list-style-type: none"> <li>Notify HoD/line manager in the first instance</li> </ul>	<ul style="list-style-type: none"> <li>On return, notify the Director as soon as possible.</li> </ul>
	<ul style="list-style-type: none"> <li>The Force Majeure application form needs to be completed and Director of HR</li> </ul>	
	<ul style="list-style-type: none"> <li>The Director of HR will decide if absence is to be counted as Force Majeure leave. If not, annual leave to be taken instead.</li> </ul>	
<b>How does it affect my salary?</b>	<ul style="list-style-type: none"> <li>It is paid leave</li> </ul>	<ul style="list-style-type: none"> <li>While on leave, all employment rights are the same.</li> </ul>
<b>Is my annual leave affected?</b>	<ul style="list-style-type: none"> <li>Annual leave is not affected unless the Force Majeure leave application is not granted.</li> </ul>	

## **EVENTS AT MIC**

### **The Lack of Diversity in Student Teacher's Socio-Economic Status:**

#### **Does it Really Matter?**

Kevin O'Sullivan, due to graduate next month from the B.Ed & Psy programme, received 'Highly Commended' at the 2019 Global Undergraduate Awards. Highly Commended Entrants are ranked in the top 10% from over 3,400 submissions, from over 330 institutions worldwide. His research focused on the impact of teachers' socio-economic status and

### **8<sup>th</sup> International Conference of EUPOP**

The 8th European Popular Culture Association Conference was held in MIC Limerick in July saw 80 colleagues from 18 different countries in attendance. The conference explored a wide range of popular culture topics including European Film (past and present), Television, Music, Costume and Performance, Celebrity, The Body, Fashion, New Media, Popular

their perception formation of pupils.  
Congratulations Kevin on the fantastic achievement. More information [here](#).



Literature and Graphic Novels, Queer Studies, Sport, Curation, and Digital Culture. Read more about the successful conference [here](#).



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### 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:



Prof. Pat O'Connor's recent publication about what feminists can do to create change from the inside in Higher Education

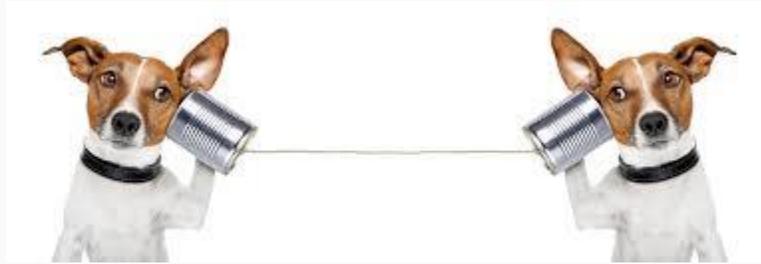


UK introduces new rules to remove stereotyping in television adverts



TENI's powerful video to raise awareness of their #CALLITOUT campaign

## 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](mailto:edel.foster@mic.ul.ie) or 061 204338.

Follow us on Twitter for updates [@MICAthenaSWAN](https://twitter.com/MICAthenaSWAN)

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