



Athena SWAN at MIC

Welcome to the Summer edition of the Athena SWAN e-zine. As we prepare for the end of another academic year and look forward to easing of further COVID-19 restrictions nationally, we have a jam-packed newsletter to update you on recent and upcoming events, and on training opportunities; and a new piece in our EDI blog. To mark Pride month and Limerick Pride Week 2021, check out our Pride section covering topics like pronouns and the history of Pride.

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

Further information is available on our webpage [here](#).

Read the Athena SWAN Action Plan [here](#).

Athena SWAN in MIC Update

Action Plan Updates

Work is well underway at MIC implementing our four-year [Athena SWAN Action Plan to 2023](#) with over 50% of actions now in progress.

This action plan which has now become the College's Gender Action Plan approved by our Governing Authority (*an t-Údarás Rialaithe*). Progress updates on the Gender Action Plan 2020 to 2023 are reported to the Equality Committee as a standing item on the agenda. The Gender Action Plan has been incorporated with our Annual Operating Plan to ensure that it is embedded in the organisational structures in MIC.

Gender Equality Enhancement Fund

MIC was successful in its application for funding for development of a training programme in collaboration with Carlow IT, Carlow College, Waterford IT, Limerick IT and ShoutOut. The funding is under the HEA's Gender Equality Enhancement Fund. Pilot Gender Identity, Expression & Diversity Training sessions have been delivered to a large number of staff across the project member HEIs. Following the evaluation phase we look forward to being able to offer the sessions later in the year to all staff.

The 2021 funding call for applications to the Gender Equality Enhancement Fund was announced on Friday 4 June with a deadline of Friday 24 September 2021. If you would like to submit an application to the fund, please contact Edel Foster (edel.foster@mic.ul.ie).

Read more [here](#).



Arts Faculty SAT

A central aspect to the Athena SWAN Self-Assessment process is student and staff consultation. A workplace survey was circulated to all staff within the Arts Faculty at the

end of April. The next stage in the process is to begin analysis of the survey responses. The survey analysis will inform the Faculty Action Plan ensuring that the actions will be evidence-based and specific to the Faculty of Arts.

A short [video](#) from faculty members about why it's important to complete the survey was developed. Many thanks to all who took part, and especially to Dr Deirdre Flynn who compiled the video. Click [here](#) to watch the video.



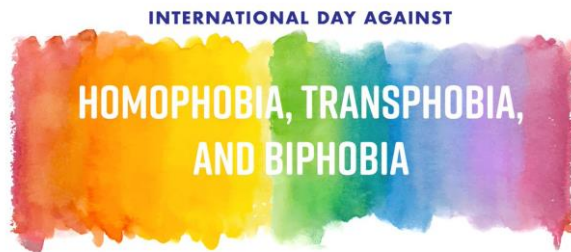
Arts Faculty Survey

Your responses to this survey will help to identify priority areas for attention and change

HAVE YOUR SAY

International Day Against Homophobia, Transphobia and Biphobia

International Day Against Homophobia, Transphobia and Biphobia is marked annually on 12 May. This year, Hannah Solley from TENI and Seánín Brennan from the INTO LGBT+ Teachers Group joined us for a discussion on the work of both organisations and practical measures to be an [ally](#). Click [here](#) to access the presentations from both TENI and the INTO LGBT+ Teachers Group. Of note is that student teachers can become members of this group. Click [here](#) to read more on the work of TENI and [here](#) for the INTO LGBT+ Teachers Group.



Person-Centred Support for Students with Disabilities

As part of the Limerick Lifelong Learning Festival last year we hosted a webinar, bringing professional and youth voices from the wider community together to raise awareness of their work and of the challenges being faced at the moment. For the festival this year, we teamed with REHAB, the National Learning Network and MIC student Brian Ward for a discussion on inclusion for students with disabilities. Thanks to our three speakers, Anne Marie McDonnell (REHAB), Val Real (National Learning Network) and Brian Ward (3rd Year BA ECCE student, MIC). A special thanks to the large number of attendees and to Santhi Corcoran who chaired the event. You can access a recording of the event [here](#).

A flyer for a webinar titled "Person-Centred Support for Students with Disabilities". The flyer includes the following information:

- Title:** Person-Centred Support for Students with Disabilities
- Description:** Join us for an overview and discussion on the diversity of disabilities, particularly in relation to students with disabilities across the educational sector.
- Date:** Thursday 27 May, 3pm (MS Teams*)
- MC:** Santhi Corcoran, Lecturer, Mary Immaculate College
- Speakers:**
 - Anne Marie McDonnell:** Service Development Manager at the Rehab Group (RehabGroup logo: Investing in People, Changing Perspectives)
 - Val Real:** Area Manager, National Learning Network (National Learning Network logo)
 - Brian Ward:** BA Early Childhood Care & Education 3rd Year Student, Mary Immaculate College (MIC logo)
- Logos:** Athena Skills, MIC, and 2021 Limerick Lifelong Learning Festival.
- Footer:** Part of the Limerick Lifelong Learning Festival 2021. All welcome!

Upcoming Events – Dates for your Diary



Black Lives Matter: How Language Contributes to Inclusion in Ireland

The next topic in our EqualityTalks series is Black Lives Matter: How Language Contributes to Inclusion in Ireland. Join us on Thursday 17 June at 10.30am with our guest speaker, Lylia Fotabong, PhD candidate in Applied Linguistics in MIC. Her research is in discourse and pragmatics examination of linguistic choices by Irish press in representing stories about Africans. Lylia believes that integrating and broadening her learning and professional experiences by cataloguing and analysing the language of journalism can offer solutions and heal some of the divisions in society.

Date: Thursday 17 June

Time: 10.30am

Register: [Here](#)

MIC Staff Workshop

In response to our EDI: Impact of COVID 19 on MIC Staff Survey, a staff workshop has been organised for MIC staff. Open to all staff, the session will be externally facilitated by Dr. Maeve Langford; supported by Edel Foster (MIC).

The aim of the workshop is to:

Reflect on work experiences over the past year.

*Celebrate what has worked well and share good practice.
Explore areas and recommendations for improvement with a focus at local, unit level.*

Coming to the end of this academic year offers us a good time to reflect on the last 12 months and to help us prepare for the next academic year.

Date: Tuesday 22 June

Time: 9.30am to 12.30pm

Register: [Here](#)

Training Opportunities

Mindful EDI in the Lecture Hall – An Introduction

An EDI introductory workshop will be held for academic staff on June 16. The focus of the session Mindful EDI in the Lecture Hall – An Introduction is to look at practical methods to be more mindful in our curriculum development along with discussions on unconscious bias, sharing of practices and exploring resources available to staff. It will be facilitated by Dr Carole Quigley. Note this is a repeat of the session delivered Wednesday 28 April.

Date: Wednesday 16 June

Time: 11am

Register: [Here](#)

Pride 101

Join us to mark Pride 2021 with a look at the history and meaning of Pride in Ireland and across the globe. This interactive session with [ShoutOut](#) is designed to give participants a close understanding of Pride and to explore the valuable role of allies and LGBTQ+ folks alike in supporting the ongoing struggle for equality, all around the world. Participants will leave with a better knowledge of Pride, its meaning, and what battles for equality are left to fight.

Date: Tuesday 5 July

Time: 11am

Register: [Here](#)

LinkedIn Training

A reminder that all staff have access to LinkedIn Learning. The service can be accessed using an MIC domain account and password at the following URL: <https://lnkd.in/ebqJZFw>.

There is a range of courses available covering different topics and of varying duration. You can sync to your own LinkedIn account if you have one and suggestions will also be given to you based on your profile.

Advance HE Membership

A reminder that all MIC staff have access to a range of services and benefits as part of our Advance HE Membership package. All staff can create an account with Advance HE Connect [here](#). This community platform is open to all those who work in HE and provides a space where the sector can share, connect and collaborate in one place. MIC staff can access a range of programmes, events and conferences for 2021-2022.

If you would like to know more, or have any queries about our Advance HE membership, please contact edel.foster@mic.ul.ie

MIC Equality, Diversity and Inclusion (EDI) Blog

We hope you enjoyed the second entry in our new EDI Blog from Helen O'Dea, MIC Nurse.

Many thanks to Helen for her contribution. The aim of our EDI Blog is to keep us connected with so many of us working off campus and apart even while on campus. Topics can include tips on mental wellbeing, our colleagues' perspectives on working on the frontline and on working from home with children, and much more.

Our third entry comes from Cepta Kennedy on behalf of her daughter, Orlaith de Burca. Orlaith is a first year art student in LSAD and studying Graphic Design. As students, they have been hugely affected by the lack of opportunity to meet with their new classmates and to learn in a hands on way. In her spare time (not college related) she designed this poster and it is very representative of what students and staff need to be conscious of at the moment.

Many thanks to Cepta and Orlaith. You can see more of Orlaith's designs on her Instagram page, [@deburcadesign](#).



How to submit an entry:

If you would like to submit an entry to our EDI blog, please get in touch. Some entries may relate to Covid-19 and our current situation - for instance staff may describe the "new normal" during Covid-19 and the activities people are engaging in to mind their mental health and wellbeing. Alternatively, some may wish to celebrate a diversity day in the EDI calendar with a thought, observation or poem. Ideas include:

- Your experience as an international MIC employee
- A new recipe from a cuisine common in a different continent that you've tried out

- Tips to overcome the challenge of working from home while balancing caring responsibilities
- A favourite book or poem you'd like to recommend that reminds you of inclusiveness or belonging
- Tips on minding your mental health and wellbeing during Covid-19
- What is the "new normal" for you? What is a day in the life at work during Covid-19?

Entries to be submitted to edel.foster@mic.ul.ie

Pride 2021

June is Pride month and there are a range of events taking place. [Limerick Pride](#) takes place on Monday, July 5 until Sunday, July 11 with a virtual Parade taking place on Saturday, July 10.

Pride is a fantastic and colourful celebration of the sexual diversity of people. And while it is the festival of the LGBTQ+ community, it's a wonderful time for people from all backgrounds to join together and celebrate sexual diversity and support their LGBTQ+ friends and colleagues.

“From what were modest beginnings in 1974, when a small number of courageous individuals marched the streets of Dublin to demand that the Government decriminalise homosexuality, to the first Pride Parade in 1983, just a few months after the brutal murder of a gay man, Declan Flynn, in Fairview Park, to the modern annual parade and festival that has grown to become the largest and most popular event in Dublin next to the St Patrick’s Day Festival, Pride has helped change the laws and constitution of Ireland, as well as the hearts and minds of many of our citizens.”

President Michael D. Higgins, June 2020



Limerick River Parade/Swim

Limerick Pride in association with Limerick Narwhals and Ireland on Water are hosting an organised river parade on the River Shannon on Sunday 4 July at 1.30pm. There will be swimmers, boats, paddleboards, kayaks, canoes, music and drag queens.

If you would like to take part in a swim, dip, kayak/boat, or would like more information, please register [here](#) and click [here](#) for the event's Facebook page.

Tipperary Pride

Tipperary Pride and Tipperary/Clonmel Community Pride is a volunteer lead, non-profit, community event that is focused on providing a safe inclusive environment for LGBTQ+ people, their friends, families and allies. Keep up to date with all their Pride events here:

[Tipperary Pride](#)

[Tipperary/Clonmel Community Pride](#)

The History of Pride

The origins of this annual event are more political than "party". Pride started off as a

response to a police raid on a pub that was popular with members of the LGBTQ+ community in New York in June 1969. Located in Greenwich village in Manhattan, the Stonewall Inn was known as a place beloved by members of the LGBTQ+ community. A year after this, groups got together to commemorate the event and how those involved had stood up for themselves and their community. They opted for the name "gay pride" to indicate that those involved were proud to be who they were. This group then held the first gay Pride march in the city a year to the day of the original riots. As well as being a celebration of the community and their achievements, modern parades also continue the legacy of these historic riots, highlighting inequalities that continue in society and the persecution of LGBTQ+ people in parts of the world.

Limerick Pride Podcast

Limerick Pride have launched a new podcast series, starting on June 6 at 8pm. The series will cover all things LGBTQ+ Pride and will be hosted by Ronan Dunne.

This podcast gives an insight into the lives of LGBTQ+ people with different topics & guests each Sunday. It brings together people of all ages & backgrounds all with unique stories such as raising an LGBTQ+ child, behind the scenes of Limerick Pride, growing up gay in the traveller community and #Queer culture.

Episode One #stillnotequal, Ronan will be interviewing the Director & chairperson of Limerick Pride Festival Lisa Daly, who has been involved with Pride since 2013. Streaming on Mixcloud every Sunday at 8pm, click [here](#) to access.

Pronouns

What are pronouns?

Ways people refer to themselves – often related to gender e.g. he/she/they.
A pronoun is a word by which we refer to someone without using their name. For example

you can say “Sebastian is an excellent dancer, he teaches ballet and hip-hop.” The “he” in the second part of that sentence is the pronoun by which you referred to Sebastian.

How to be an ally to the LGBTQ+ community

Gender Neutral Language

Although we may have been conditioned by society to assume people’s pronouns, by making a conscious effort not to do so we can create a more inclusive environment for those around us. When addressing groups of people try to avoid binary language such as saying “ladies and gentlemen” or “boys and girls,” instead consider using language that is gender neutral such as friends, classmates or everybody.

Some people like to put their pronouns up (on emails etc) to support others

Adding a line to the end of your email that outlines which pronouns you prefer to be addressed by can normalise the conversation around gender pronouns.

Putting your pronouns in your bio or email signature is a small gesture which signals your support for trans and non-binary folks. Click [here](#) for a quick explainer you can link to wherever you list your pronouns.

Pride 2021 at MIC

Raising of Pride Flag at MIC Limerick & Thurles

Keep an eye out for the Pride Flag on campus at MIC Limerick and Thurles, similar to [last year](#). We proudly fly the flag in solidarity with our LGBTQ+ staff, students and wider community.

Workshop for MIC Staff & Students

As referred to above in our training section, all staff and students are invited to join us for **Pride 101**, a workshop with [ShoutOut](#) to look at the history and meaning of Pride in Ireland and across the globe.

The workshop takes place on Tuesday 5 July at 11am. Register [here](#).

EVENTS AT MIC

Victims of Human Trafficking are Hidden in Plain Sight

A new report from researchers at Mary Immaculate College (MIC) has examined the true scale of human trafficking on the island of Ireland, illustrating that there are substantially more victims of human trafficking in Ireland than are officially recorded with the authorities.

Data collated for the Human Trafficking and Exploitation Project on the Island of Ireland (HTEPII), led by MIC, has shown that the number of adults and children trafficked onto the island of Ireland between 2014 and 2019 is at least 38% higher in the Republic of Ireland and 20% higher in Northern Ireland than has been officially recorded by authorities north and south. Read more [here](#).



Fairtrade success for MIC Thurles

Mary Immaculate College (MIC) has been accredited as a Fairtrade College by Fairtrade Ireland for its Thurles campus in recognition of the efforts of students and staff who have successfully promoted the use of Fairtrade products across the campus. Over the past three years, students and staff at MIC Thurles have been encouraged to show their support for producers and their communities in developing countries by choosing Fairtrade products. In addition, the MIC Thurles Fairtrade Committee has worked closely with the Thurles Fairtrade Committee and Limerick Institute of Technology's Thurles campus to celebrate Fairtrade Fortnight and to raise awareness amongst the local Thurles community of the values and benefits of Fairtrade products. Read more [here](#).



Twitter Highlights:

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



MIC's Dr Susan Liddy's recent publication *Media Work, Mothers and Motherhood Negotiating the International Audio-Visual Industry*.



Launch of IUA's eLearning programme for staff to generate engagement with EDI and human rights issues in our institutions.



WiredFM celebrate 25 years on the air.

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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