



## **Athena SWAN at MIC**

**Welcome to our 3rd 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 Section 42 of the Irish Human Rights and Equality Commission Act 2014 and the legal obligation of all public bodies in Ireland to promote equality. Finally, our HR corner gives a summary of the Shorter Working Year Scheme 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***

Thanks to all staff who completed our workplace culture survey. The data is currently being analysed by the AS team. Our working groups and Self-Assessment Team are developing their sections of the application and we hope to have the first draft ready in June. In September, we will be consulting with all staff about the four year action plan. Following this phase we will submit our application for the Athena SWAN Bronze award by the end of November.

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## Equality Talk #2

Dr Micheline Sheehy Skeffington delivered our second Equality Talk to a captivated audience at the start of May.

Dr Sheehy Skeffington discussed her case against NUI Galway and the campaign for promotion along with the subsequent cases by her colleagues.

Prof Niamh Hourigan welcomed Dr Sheehy Skeffington to the college and her inspirational talk was warmly received by the large crowd in attendance.



## EDI Workshops

Two EDI workshops were delivered to staff in April. Dr Clare O'Hagan (The Equality Business) facilitated the workshops which focused on equality, diversity and inclusion in the Irish Higher Education Sector. Keep an eye out for further training opportunities later this year.

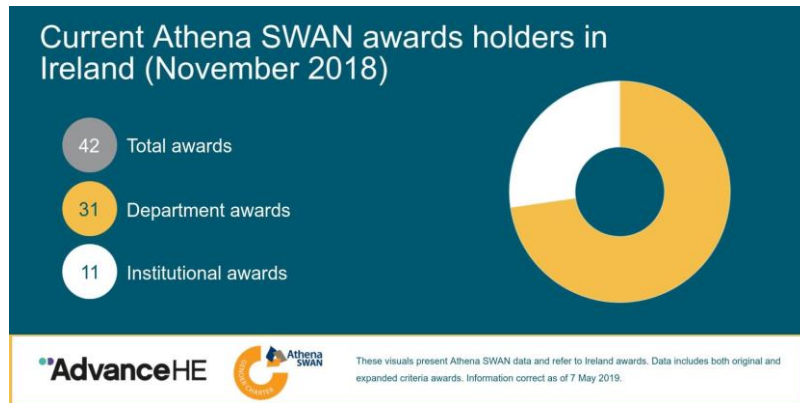


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## November 2018 Athena SWAN Awards

Results of the November 2018 round of applications for the Athena SWAN awards were made public at the beginning of May. IT Carlow and Cork IT received their first institutional Bronze award. Our neighbours UL also renewed their institutional award along with three Bronze departmental awards. As our SAT are aware, there is a

substantial amount of work involved in developing the submission and it is encouraging to see the number of HEI's with institutional and department awards increasing with each award round. Other Irish HEI's have applied in the April 2019 round and these awards will be announced later in the year. MIC will be applying in the November 2019 round.



## Transgender Awareness

Gordon Grehan from the Transgender Equality Network Ireland (TENI) facilitated two workshops with staff on May 14th. The interactive workshop included an explanation of the language we use to differentiate between sex, gender identity, gender expression and sexual orientation, as well as what life is like for a trans person living in Ireland. Staff from across the college attended and it was very well received by those who attended. We will have similar workshops later in the year. Click here for more information about the work of

[TENI](#).

Watch this video for some insights into the experience of transgender people in Ireland.





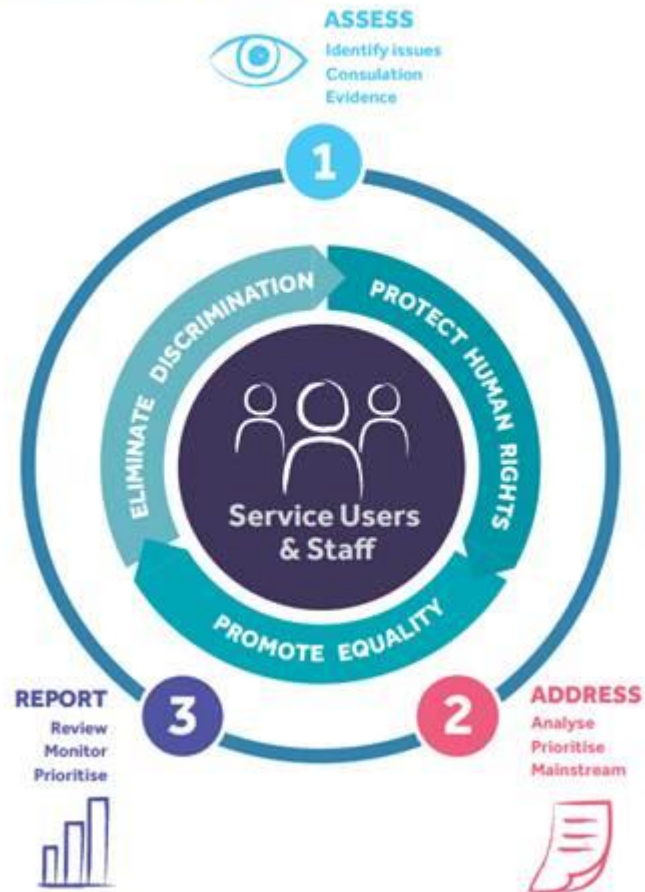
In this Ezine we look at the Public Sector Equality and Human Rights Duty. All public bodies in Ireland have responsibility to promote equality, prevent discrimination and protect the human rights of their employees, customers, service users and everyone affected by their policies and plans. This is a legal obligation, called the Public Sector Equality and Human Rights Duty, and it originated in Section 42 of the [Irish Human Rights and Equality Act 2014](#).

This Act imposes a statutory obligation on public bodies in performing their functions to have regard to the need to:

- eliminate discrimination;
- promote equality of opportunity and treatment for staff and persons to whom it provides services; and
- protect the human rights of staff and services users.

The image below shows how public bodies should implement this Duty. The obligation to integrate the Duty in a public body's strategic plan and annual report means that assessing and addressing equality and human rights issues is an ongoing process that should be reviewed and developed in accordance with strategic planning cycles.

## Implementing the Public Sector Equality and Human Rights Duty: a three-step approach



Watch this video of a pilot project undertaken by the IHREC and UCC on the process of implementing the Duty.



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***HR CORNER***



## SHORTER WORKING YEAR SCHEME AT MIC

<b>Who can apply?</b>	<ul style="list-style-type: none"> <li>• Open to both academic and professional service staff.</li> <li>• Must be a permanent employee of MIC and have completed probation.</li> </ul>
<b>What is the duration?</b>	<ul style="list-style-type: none"> <li>• Minimum of 2 weeks and maximum of 13 weeks.</li> </ul>
<b>How do I apply?</b>	<ul style="list-style-type: none"> <li>• Discuss the dates/duration with your Head of Dept/Line Manager.</li> <li>• Submit a letter of application to your Head of Dept/Line Manager.</li> <li>• If approved, HoD/Line manager forwards to HR.</li> <li>• For staff at HEO/equivalent and higher, applications are submitted to HR to be reviewed by ET.</li> <li>• Applications submitted at least 6 weeks in advance of SWY commencement. However if seeking special arrangements i.e averaging of pay, applications are typically submitted in November of the year before the leave is being looked for.</li> </ul> <p style="text-align: center; margin: 10px 0;"><i>*Keep eye out for email from HR</i></p> <ul style="list-style-type: none"> <li>• Communication on decision will come from HR.</li> </ul>
<b>How does it affect my salary?</b>	<ul style="list-style-type: none"> <li>• SWY is unpaid however you may apply for special administrative arrangements for the payment of part of basic salary during the period of special leave.</li> </ul>
<b>Is my annual leave affected?</b>	<ul style="list-style-type: none"> <li>• Your annual leave will be reduced dependent on the amount for the SWY.</li> </ul>
<b>What happens if I am sick during the leave?</b>	<ul style="list-style-type: none"> <li>• You cannot avail of sick leave during the SWY.</li> </ul>
<b>Can I apply for promotions while on leave?</b>	<ul style="list-style-type: none"> <li>• Yes.</li> </ul>

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## EVENTS AT MIC

### Greater access to Higher Education at MIC

21 students were celebrated at the recent Adult Education Awards. The Teacher Education Access Course and Pre University Programme offer students a stepping stone towards their educational journey and provides access routes to many who may not meet the traditional requirements of programmes at third level. More information [here](#).



### Students receive National Psychology Awards

Congratulations to the six undergraduate students who received awards for their research at the 41st Annual Congress of Psychology Students in Ireland. Kevin O'Sullivan won an overall prize for his research (Supervisor: Dr John Perry): *Lack of diversity in student teacher's socio-economic status: does it really matter?* 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:



Dr Susan Liddy delivering insights into women in the Film Industry, to mark International Women's Day [#MICEqualityTalks](#)



Minister Mary Mitchell O'Connor announces a framework for HEIs to make their campuses free from sexual violence and harassment



SIPTU call out on precarious working environments facing workers, particularly women, in higher and further education roles.

## ***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](#)

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**Our mailing address is:**

Mary Immaculate College, South Circular Road, Limerick

