# EQUALITY, DIVERSITY & INCLUSION
## STRATEGIC PLAN 2024 - 2029

South East Technological University

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# PREFACE

**STATEMENT FROM THE CHAIR OF THE EQUALITY, DIVERSITY & INCLUSION (EDI) COMMITTEE OF GOVERNING BODY**

It is with great pride and a profound sense of responsibility that we present this Equality, Diversity, and Inclusion (EDI) Strategic Plan for South East Technological University. At the heart of our mission lies a commitment to fostering an environment where every individual is valued, respected, and empowered to reach their full potential.

As a higher education institution, we understand the transformative power of education to drive positive social change and promote social justice and inclusion. We believe that diversity is not only a reflection of the world we live in but also a source of strength, innovation, and creativity which we can harness to enhance our university for all of our students, staff and stakeholders.

This strategic plan represents a collective commitment to advancing EDI at South East Technological University, grounded in legislation, policy and evidence-based practices to achieve maximum impact. This plan is a product of extensive consultation, collaboration, and dialogue with stakeholders across our campus community, including faculty, staff, students, alumni, and external partners. Their insights, experiences, and aspirations have shaped the goals and priorities outlined in this plan.

This plan is guided by the recognition that achieving true equality, diversity, and inclusion is not a destination but a journey—a journey that requires ongoing reflection, learning, action and evaluation. While we have made significant strides in promoting EDI across SETU, we acknowledge that there is still much work to be done, and indeed, that we will never be done. We must confront and dismantle systemic and institutional barriers, address unconscious biases, and foster a culture of belonging where all members of our community, both inside and outside our university, feel welcome, included and valued.

On behalf of the Governing body, I would like to thank all who have worked to produce this plan, and reaffirm the commitment of our Governing Body to equality, diversity and inclusion across SETU. We invite all members of the SETU community to join us in our endeavours as we work together to implement this plan, and to create a safe, supportive, welcoming and inclusive university for all.

**Ms Ruth Beadle**

Chair of the Equality, Diversity and Inclusion Committee of Governing Body

## STATEMENT FROM THE PRESIDENT OF SETU

I am delighted to welcome the publication of SETU's Equality, Diversity & Inclusion (EDI) Strategic Plan 2024 to 2029. Embracing equality and diversity and fostering an inclusive learning and working environment are key objectives for South East Technological University (SETU), reflecting our commitment to equity, equality, and respect for all members of our university community. As a university, we recognise the imperative of creating an environment where every individual feels valued, supported, and empowered to thrive. Our commitment to EDI is not just a moral or legal imperative but also an essential element of our academic mission, but will also serve to drive innovation, foster creativity, and enrich the educational experience for all.

In this strategic plan, we outline our vision for advancing EDI at SETU, articulating concrete steps to mainstream a culture of equity and inclusion across all aspects of university life. This is the first EDI Strategy published by our university, but it builds upon work undertaken by SETU on inclusive gender equality, race equality, sanctuary initiatives and tackling sexual violence and harassment over the past two years.

Through continued collaborative efforts across faculty, staff, students, alumni, and external partners, we aim to create an environment that recognises, respects, and leverages the unique perspectives and contributions of each individual. By embracing diversity in all its forms and encouraging, acknowledging and respecting the contributions of all in our university community and beyond, we enrich the intellectual and social fabric of our university, preparing our students to thrive in an increasingly interconnected and diverse world.

Central to our strategic plan is a commitment to embedding EDI principles into every aspect of our university from recruitment and promotion to curriculum development, student experience, research and innovation and community engagement initiatives.

This strategic plan represents a roadmap for action, outlining specific goals and objectives to guide our efforts in advancing EDI at South East Technological University. By working collaboratively with staff, students and stakeholders, we can create a more just, equitable, and inclusive university, and indeed society, one that provides educational and employment opportunities for all members of the region we serve, and opportunity for generations to come.

I would like to thank all who contributed to the development of this plan, including all of our staff, students and external partners who contributed throughout the process. I would also like to thank all of my colleagues in the EDI Office and our Vice President for Equality, Diversity & Inclusion, Dr. Allison Kenneally, for her leadership in this area. Finally, I would like to thank the members of our Equality, Diversity and Inclusion Committee of Governing Body, and in particular, Ms. Ruth Beadle, who chairs the committee, for their stewardship of the plan throughout its development.

I now look forward to supporting the implementation of this plan over the next 5 years, confident that it will ensure that SETU will continue to enhance its reputation and accessibility as an open, welcoming and inclusive place to work and study for all.

**Professor Veronica Campbell**
President of SETU

SETU is delighted to launch its first Equality, Diversity and Inclusion (EDI) Strategic Plan, which sets out the vision, mission and key EDI strategic objectives for SETU for the next five years. This EDI strategy is aligned and integrated with SETU's mission and values, and its Connecting for Impact Strategic Plan 2023 to 2028. It also aligned to national legislation, national and international policy, and national strategic priorities.

This EDI strategic plan sets out a roadmap for how SETU will achieve its vision to create a sense of belonging, where the culture and values of EDI, dignity and respect for all are truly felt in our interactions, embedded in our practices, and supported by our infrastructure, and where each one of us can thrive and be valued for our unique perspectives and contributions.  It also sets out the mission of SETU relating to EDI, and provides background on the context of the plan, along with an outline of key EDI terms as they apply to SETU. SETU's Equality Statement is included in the plan, along with details of how the plan contributes to SETU's Public Sector Duty and the

achievement of the UN's Sustainable Development Goals.

The EDI Strategic Plan is centred around 6 key priority areas, which span the entire university community. These are:

- People, Values and Culture
- Engagement & Collaboration
- Research and Innovation
- Teaching, Learning and the Student Experience
- Physical and Digital Environment
- Measuring Impact and Success

Each priority area has a clear objective and a number of distinct actions which have been identified and planned to achieve that objective.

Through the implementation of this plan, we are committed to building a more just, equitable, and inclusive university —a university where diversity is celebrated, where inclusion is the norm, and where every member of our community has the opportunity to thrive.

# SETU'S EDI VISION

# SETU'S EDI MISSION

Through its Equality, Diversity & Inclusion (EDI) activities, SETU aims to create a sense of belonging, where the culture and values of EDI, dignity and respect for all are truly felt in our interactions, embedded in our practices, and supported by our infrastructure, and where each one of us can thrive and be valued for our unique perspectives and contributions.

In order to achieve this objective, SETU will work to create a deep and shared understanding of the concepts and practices of EDI across all areas of SETU, embedding EDI into the policies, strategies, practices, decision making and culture of our university.

# CONTEXT

In recent years, EDI has emerged as a key policy imperative in Irish higher education and, as a key social justice issue for students and staff.

Both Irish and European Policy and legislation clearly identify the need for Higher Education Institutions to work to support access and participation for under-represented groups, to promote and embed equality, including gender equality, and to work to tackle and prevent sexual violence and harassment in all its forms. Key policy frameworks such as the Athena Swan Ireland Charter Principles[1], the recommendations of the Higher Education Authority on Gender Equality[2] and Race Equality[3], the Framework for Consent in Higher Education Institutions[4] and the Public Sector Equality and Human Rights Duty[5] guide work in the Irish context.

Within SETU, Equality, Diversity & Inclusion was included as a key thematic area in the university's first Strategic Plan, Connecting for Impact 2023-3028. This set out high level strategic objectives for EDI across the university, and have served to guide the development of this plan. At policy level, SETU has clearly articulated its commitment to EDI in its Equality, Diversity & Inclusion policy[6].

Embracing and mainstreaming EDI across SETU will not only serve to ensure fairness, inclusion, parity of esteem and equality of opportunity in employment and higher education, but will also help our university attract, diversify and retain talent in our region in what is now a global education and research system. It will serve to increase competitiveness, innovation and societal relevance which reflects the perspectives, behaviours and needs of diverse groups in our region and society.

[1] Athena Swan Ireland Charter Principles. Available at: Athena Swan Ireland | Advance HE (advance-he.ac.uk)

[2] HEA, 2nd National Review of Gender Equality in Irish HEI's. Available at: HEA Gender Equality Report [November 2022]

[3] HEA, Race Equality in the Irish Higher Education Sector. Available at: HEA - Race Equality in the Higher Education Sector

[4] The Framework for Consent in Irish Higher Education Institutions. Available at: 57c394e5439149d087ab589d0ff39c92.pdf (www.gov.ie)

[5] IHREC Public Sector Duty Guidance. Available at: Public Sector Equality and Human Rights Duty – FAQ - IHREC - Irish Human Rights and Equality Commission

[6] EDI-Policy-v1.0-Sept-2023 (1).pdf

SETU has been working on a range of EDI initiatives, and the culture and values of EDI are central to SETU. Key EDI initiatives in SETU to date include:

- Inclusive Gender Equality Work & Athena Swan
- LGBTQ+ and Gender Identity & Expression inclusion
- Access & Participation Initiatives
- EDI in Collaborations and Lifelong Learning
- Work on Tackling Sexual Harassment & Violence.

In 2023, SETU was named as Inclusive Gender Equality Champion by the European Commission, recognising the university's work to embed inclusive gender equality across the university.

While much progress has been made, there is a still a journey ahead to ensure that SETU:

- Fully mainstreams EDI across the university, with EDI becoming central to the values, culture, strategies, policies, procedures and operations of the University
- Enhances its leadership in EDI, particularly at European and international level and harnesses the potential for collaboration with industry in our region
- Expands its key areas of activity to include greater emphasis on other equality grounds, including race and ethnicity and disability across the university.

# EQUALITY DIVERSITY & INCLUSION AND UNITED NATIONS (UN) SUSTAINABLE DEVELOPMENT GOALS
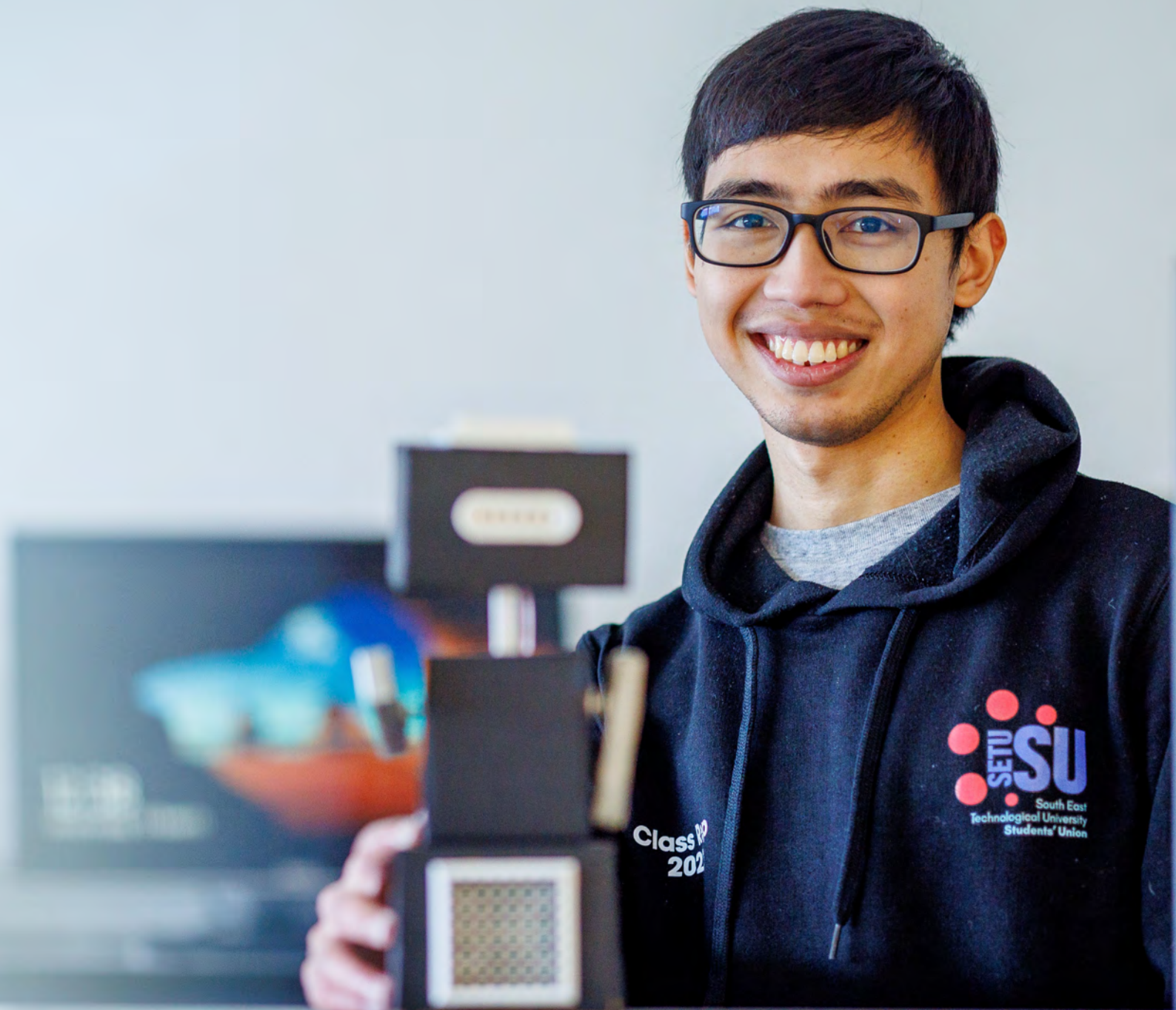
# EQUALITY DIVERSITY & INCLUSION AND UNITED NATIONS (UN) SUSTAINABLE DEVELOPMENT GOALS

EDI are essential tenets of the UN Sustainable Development Goals (SDGs). The concepts of EDI are not only integral to specific SDGs but also permeate the entire framework, emphasising the need for equitable and inclusive approaches in all aspects of development. Sustainability and equality go hand in hand, and one is not possible without the other.

There are a number of specific SDG's directly connected to the principles. For example, SDG 10 (Reduced Inequalities) and SDG 5 (Gender Equality) are directly connected to EDI.

Furthermore, EDI is crucial to achieving SDG 4 (Quality Education), which aims to ensure inclusive and equitable quality education and promote lifelong learning opportunities for all. This involves addressing disparities in access to education and ensuring that vulnerable populations, including persons with disabilities, indigenous peoples, and children in vulnerable situations, receive equal opportunities for education. Inclusive education is a foundation for building more inclusive societies, as it prepares all individuals to participate fully in their communities and economies.

At national level, the Government's ESD to 2030, 2nd National Strategy on Education for Sustainable Development[7] aims to support the achievement of SDG 4.7, as well as being a key enabler for the achievement of all other SDGs.

Through the development and implementation of this EDI Strategic Plan, SETU will continuously work towards the achievement of both the SDG and ESD goals for the benefit of all in our university and across society. SETU recognises the interconnectedness of equality and sustainability, and their criticality to all in the communities we serve.



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[7] Government of Ireland's ESD to 2030, 2nd National Strategy on Education for Sustainable Development. Available at: 18. ESD.pdf

# SETU & THE PUBLIC SECTOR DUTY

# SETU & THE PUBLIC SECTOR DUTY

This EDI strategic plan sets out SETU's ambition and approach to implementing the Public Sector Equality and Human Rights Duty.

SETU actively works to uphold its public sector equality and human rights duty as per the Irish Human Rights and Equality Commission Act 2014. The Public Sector Equality and Human Rights Duty is part of the legislative framework governing human rights and equality in Ireland and places 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.

This EDI Strategic Plan is based on an assessment of the human rights and equality, diversity and inclusion issues relevant to SETU, and alongside our university's Strategic Plan, EDI Policy and Equality Statement, and Access Policy, addresses and identifies the policies, plans and actions in place or proposed to be put in place to address those issues.

This plan encompasses the full range of functions across SETU which are relevant to the implementation of the Public Sector Duty, including Teaching & Leaning, Estates, IT, HR, Research & Innovation, Engagement/Outreach, Student Life & Learning and Student Supports, Corporate Governance and Internationalisation. It aims to mainstream EDI across all university functions and activities, across the full range of equality grounds as per the university's EDI Policy. The actions contained in this plan have been identified, based on an assessment of the current equality and human rights issues relevant to the university, as being priority areas for action.

These actions are supplemented by specific targeted action plans, such as SETU's Gender Equality Action Plan and its Action Pan to Tackle Sexual Violence & Harassment.

By integrating the implementation of SETU's Public Sector Equality & Human Rights Duty into the strategic planning cycle of the university through the EDI Strategic Plan, SETU will ensure that it continues to uphold its duty through publication, implementation and reporting on the plan.

# UNDERSTANDING EQUALITY, DIVERSITY AND INCLUSION AT SETU

# UNDERSTANDING EQUALITY, DIVERSITY AND INCLUSION AT SETU

**What does Equality, Diversity and Inclusion mean at SETU?**

### Equality

Equality is about ensuring that every individual in our university has an equal opportunity to make the most of their lives and talents, by taking steps to ensure that no one is disadvantaged because of their identity in relation to any of the following:

- Gender
- Civil or marital status
- Family status
- Sexual orientation
- Disability
- Religion
- Age
- Race/ethnicity
- Membership of the Traveller community
- Socio-economic status.

### Diversity

Diversity is about recognising, respecting, and celebrating each other's differences. Our society, and our university, is increasingly diverse, and this diversity brings richness of experience, different and innovative mindsets, and exciting possibilities for creativity, innovation and new knowledge. It is important that we consider and represent the diversity within our society in all of our activities across our university to ensure we are facilitating the creativity and opportunity that diversity can bring, and not stifling it by excluding or oppressing these perspectives.

A diverse university ensures that students and staff can:

- See people or groups like themselves reflected positively across the university in the curriculum
- Engage with diverse, co-existing narratives, towards a pluralistic understanding of society
- Critically explore how established knowledge has come to be valued
- Understand systemic barriers that exist for people in relation to the equality grounds, and feel encouraged and supported to take action to address these.

### Inclusion

Inclusion is about creating a university culture where all, regardless of their characteristics, circumstances, or backgrounds, feel welcome, valued and able to positively contribute work, and learn. It involves taking steps to identify and address the barriers that staff might face in accessing employment, promotion or equal opportunities. It also involves taking steps to identify and address the barriers students might face in accessing education, the curriculum or other aspects of the student experience, both in terms of systemic barriers, circumstantial barriers or human barriers.

# SOUTH EAST TECHNOLOGICAL UNIVERSITY EQUALITY STATEMENT

# SOUTH EAST TECHNOLOGICAL UNIVERSITY
# EQUALITY STATEMENT

This equality statement applies to all staff, students and service users of SETU and seeks to protect and promote the human, constitutional and legislative rights to equality. It also serves to demonstrate the commitment of the university to embedding strategies, policies, procedures and practices to enhance equality, diversity and inclusion across all of its functions and campuses.

This statement was prepared in line with the provisions of Section 19 of the Technological Universities Act 2018 as amended, including, but not limited to, Subsection 19(2A) as inserted by Section 93 of the Higher Education Authority Act 2022. As per section 19 (2) of the 19 of the Technological Universities Act, SETU has a comprehensive Equality, Diversity and Inclusion Policy[8] in place, setting out both its commitment and policy in relation to equality, including gender equality and access of service provision and participation.

## Access & Participation

SETU is committed to ensuring that the student body entering, participating in and completing its programmes at all levels reflects the diversity and social mix of the South-East region, and Ireland's, population. The University's Access Policy aims to create a culture of inclusion where all have equitable opportunity to access the education it provides. The University is especially cognisant of the challenges to participating in higher education faced by persons from backgrounds of economic or social disadvantage, persons who have diverse abilities and backgrounds and persons coming from sections of society significantly under-represented in the student body. SETU enables equity of access and education to these groups through an integrated policy that provides a range of pre-entry activities, alternative entry arrangements and post-entry supports. It also aims to provide an enhanced experience and positive educational outcomes for all students through the utilisation of approaches such Universal Design for Learning in the provision of education and related services, supports and facilities. The University's access policy is fully aligned with the National Access Plan[9].

## Equality

SETU is fully committed to advancing equality, including gender equality, in all aspects of its work. The University policy on equality, including gender equality, is guided by the statutory obligation of non-discrimination across all legislative grounds, to promote equality of opportunity and to protect the human rights of staff, students and service users. The University is committed to providing a culture where all can achieve their full potential, and work in a safe, supportive and inclusive environment. To this end, SETU will work ensure that issues relating to gender stereotyping, sexual and gender-based violence, harassment and consent are to the forefront of its work on gender equality. SETU is committed to ensuring gender balance in all key university decision-making committees and aims to address gender imbalances amongst staff and the student body in academic disciplinary fields and functional areas. It is also cognisant of the need to address intersectional aspects that contribute to the compounding of inequalities, such as, for example, where gender and ethnicity meet and is omitted to promoting a culture of inclusive gender equality across the university.

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8   SETU Equality, Diversity & Inclusion Policy, 12th September 2023, Available at: EDI-Policy-v1.1-September-2023 (1).pdf
9   HEA, National Access Plan, 2022-28, Available at: National Access Plan 2022-2028 | Policy | Higher Education Authority (hea.ie)

The University also adheres to and implements statutory and sector-wide best practice policies, including the Athena Swan Ireland Charter Principles[10], the recommendations of the Higher Education Authority on Gender Equality[11] and Race Equality[12], the Framework for Consent in Higher Education Institutions[13] and the Public Sector Equality and Human Rights Duty[14]. SETU has embedded EDI into its Strategic Plan 2023-2038[15] and EDI also forms part of the university's performance agreement with the Higher Education Authority.



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[10] Athena Swan Ireland Charter Principles. Available at: Athena Swan Ireland | Advance HE (advance-he.ac.uk)

[11] HEA, 2nd National Review of Gender Equality in Irish HEI's. Available at: HEA Gender Equality Report [November 2022]

[12] HEA, Race Equality in the Irish Higher Education Sector. Available at: HEA - Race Equality in the Higher Education Sector

[13] The Framework for Consent in Irish Higher Education Institutions. Available at: 57c394e5439149d087ab589d0ff39c92.pdf (www.gov.ie)

[14] IHREC Public Sector Duty Guidance. Available at: Public Sector Equality and Human Rights Duty – FAQ - IHREC - Irish Human Rights and Equality Commission

[15] SETU Connecting For Impact Strategic Plan 2023-28. Available at: Strategic Plan 2023-2028 - SETU

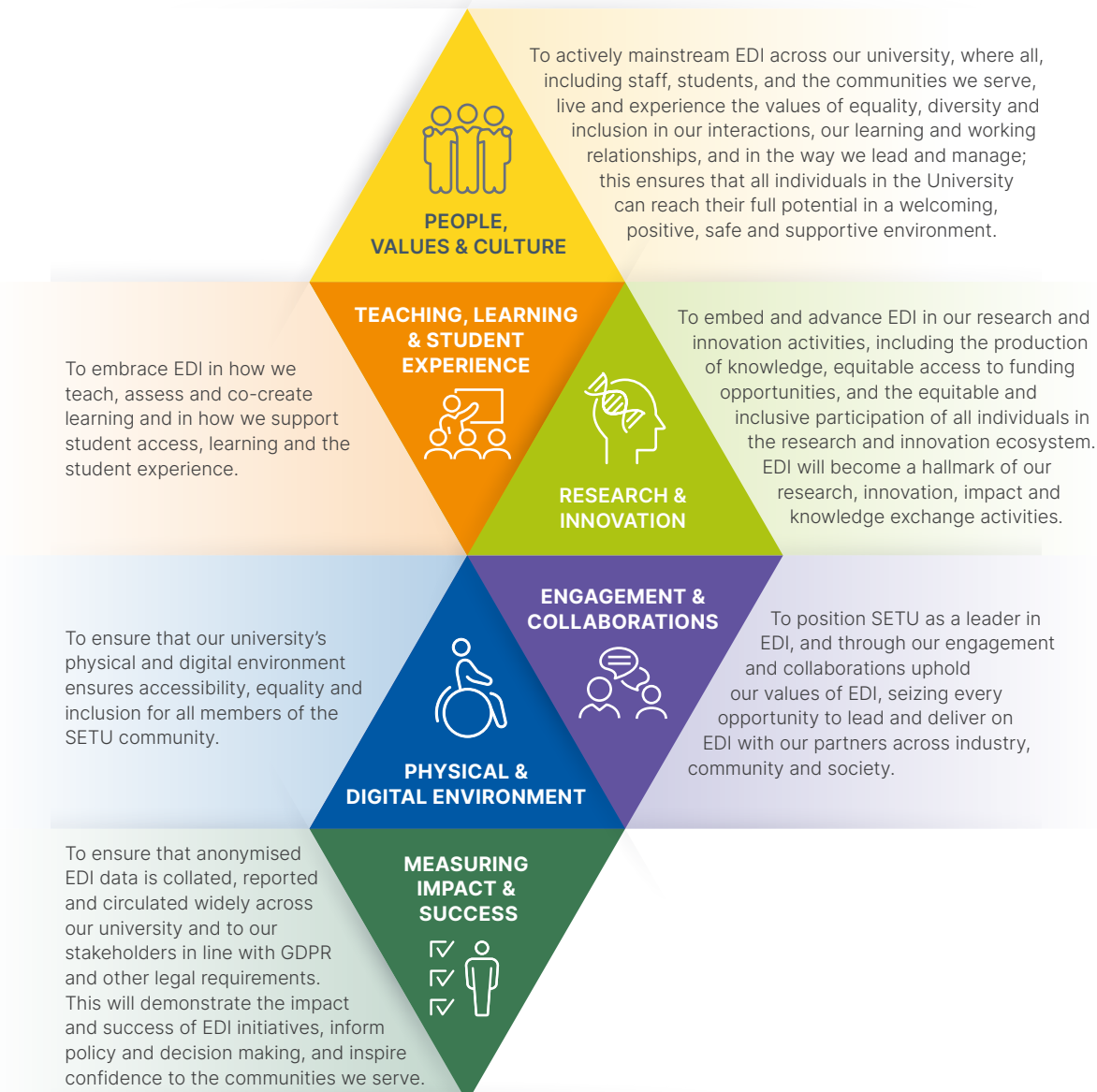# EQUALITY, DIVERSITY & INCLUSION STRATEGIC PRIORITIES

Our strategic vision for EDI in SETU is to:

*"To create a sense of belonging for each and every member of SETU where the culture and values of EDI, dignity and respect for all are truly felt in our interactions, embedded in our practices, and supported by our infrastructure, and where each one of us can thrive and be valued for our unique perspectives and contributions."*

To achieve this, and in the context of the increasing national and international legal, policy and societal importance being placed on EDI, the university has identified 5 key thematic areas of focus.

# Key EDI Strategic Priorities

## PEOPLE, VALUES & CULTURE

To actively mainstream EDI across our university, where all, including staff, students, and the communities we serve, live and experience the values of equality, diversity and inclusion in our interactions, our learning and working relationships, and in the way we lead and manage; this ensures that all individuals in the University can reach their full potential in a welcoming, positive, safe and supportive environment.

## TEACHING, LEARNING & STUDENT EXPERIENCE

To embrace EDI in how we teach, assess and co-create learning and in how we support student access, learning and the student experience.

## RESEARCH & INNOVATION

To embed and advance EDI in our research and innovation activities, including the production of knowledge, equitable access to funding opportunities, and the equitable and inclusive participation of all individuals in the research and innovation ecosystem. EDI will become a hallmark of our research, innovation, impact and knowledge exchange activities.

## ENGAGEMENT & COLLABORATIONS

To position SETU as a leader in EDI, and through our engagement and collaborations uphold our values of EDI, seizing every opportunity to lead and deliver on EDI with our partners across industry, community and society.

## PHYSICAL & DIGITAL ENVIRONMENT

To ensure that our university's physical and digital environment ensures accessibility, equality and inclusion for all members of the SETU community.

## MEASURING IMPACT & SUCCESS

To ensure that anonymised EDI data is collated, reported and circulated widely across our university and to our stakeholders in line with GDPR and other legal requirements. This will demonstrate the impact and success of EDI initiatives, inform policy and decision making, and inspire confidence to the communities we serve.

## PRIORITY 1: **People, Values and Culture**

**OBJECTIVE**

To actively mainstream EDI across our university, where all, including staff, students, and the communities we serve, live and experience the values of equality, diversity and inclusion in our interactions, our learning and working relationships, and in the way we lead and manage; this ensures that all individuals in the University can reach their full potential in a welcoming, positive, safe and supportive environment.

| | ACTION | TIMELINE |
|---|---|---|
| 1 | SETU to launch a Values in Action Framework for the University, Our SETU, in consultation with all staff and students across SETU to foster a sense of inclusion and belonging on campus | Q4 2025 |
| 2 | SETU to develop EDI training programme, the SETU Equitas Training Programme in consultation with staff and students across the university to ensure the training is informed by policy, practice and grounded in research evidence. | Q4 2025 |
| 3 | SETU to successfully apply for key national gender equality accreditations and awards including:<br>• An Athena Swan Bronze Award for SETU<br>• 5 Athena Swan Departmental Awards | <br><br>Q2 2025<br>Q4 2028 |
| 4 | SETU to apply for and achieve University of Sanctuary Designation. This work will be led by a university wide team along with external partners and will build upon the recently updated University of Sanctuary Scholarship Scheme at SETU. University of Sanctuary designation is given by Universities of Sanctuary Ireland to recognize and celebrate the good practice of universities welcoming sanctuary seekers into their communities and fostering a culture of welcome and inclusion for all | Q1 2025 |
| 5 | SETU to ensure that EDI is embedded and reflected within all SETU communications including but not limited to emails, advertising notices, the recruitment process and promoting events, for example in the language we use, and in our branding. | Q1 2025 |
| 6 | SETU to develop and implement a new:<br>• Gender Equality Action Plan<br>• Race Equality Action Plan and<br>• an Action Plan to Tackle Sexual Harassment & Violence | <br>Q1 2025<br>Q2 2025<br>Q4 2024 |
| 7 | SETU will promote and support the employment of persons with disabilities. To this end SETU will:<br>• Develop and implement a Disability/Reasonable Accommodation Policy<br>• Conduct and publish an annual Disability Census, maintaining compliance with Part 5 of the Disability Act, and meeting the minimum statutory employment target of 6% from 2025 | <br><br>Q4 2025<br><br>Q2 Annually |

## PRIORITY 2: **EDI in Teaching, Learning and the Student Experience**

**OBJECTIVE**

To embrace EDI in how we teach, assess and co-create learning and in how we support student access, learning and the student experience.

| | ACTION | TIMELINE |
|---|---|---|
| 1 | In consultation with our staff and students, SETU to embrace EDI in the curriculum of the university, so that students are engaged with EDI, and that what and how we teach, learn and assess is considered through an EDI lens. This is a long-term strategic objective which can be achieved incrementally and in a variety of ways. For example:<br><br>• Embedding EDI as part of the new programme development and approval process<br><br>• Embedding EDI as part of the strategic, programmatic and annual programme review cycles in the university<br><br>• Working in partnership with staff and students to develop training and supports for staff to help embed EDI into curriculum. The national N-TUTTOR curriculum development framework and EDIT Projects, along with ongoing work on Universal Design for Education and Universal Design for Learning will all support this objective.<br><br>• The inclusion of specific modules on EDI within the curricula where appropriate | Ongoing through work in EDIT Project and N-TUTORR |
| 2 | SETU to establish the 'SETU 100' – a group of intentionally diverse students who will act as co-creators of SETU policy, curriculum, quality, research and innovation. | Q3 2025 |
| 3 | SETU to enhance our accessibility to all potential learners, with a particular focus on access and progression initiatives to support under-represented learner groups. | Ongoing |
| 4 | SETU to roll out the Skill Up programme which has received PATH 4 Phase2 funding to support students with an intellectual disability with an opportunity to participate in third level education. This will contribute towards achieving an inclusive tertiary education system and the progressive realisation of the United Nations Convention on the Rights of Persons with Disabilities. | Q4 2024 |

## PRIORITY 3: **EDI in our Research & Innovation**

**OBJECTIVE**

To embed and advance EDI in our research, innovation and impact activities, including the production of knowledge, equitable access to funding opportunities, and the equitable and inclusive participation of all individuals in the research innovation ecosystem. EDI will become mainstreamed and become a hallmark of our research and knowledge exchange environment and activities.

| | ACTION | TIMELINE |
|---|---|---|
| 1 | SETU to incorporate EDI principles in all areas of research and knowledge exchange, including research proposals, design, team composition, outcomes, engagement and dissemination. | Ongoing |
| 2 | SETU to ensure EDI is embedded in the Research Team –Team Composition and Management, creating and sustaining inclusive research team environments. | Ongoing |
| 3 | SETU to embed EDI principles and practices into the postgraduate and researcher training environment, including professional training and development, mentorship and career development. This will include the development, promotion and coordinated provision of EDI related topics within our postgraduate curricula. | From dates of Programmatic Reviews & ongoing thereafter |
| 4 | SETU to mainstream EDI into policies that impact research and knowledge transfer. | Ongoing |
| 5 | SETU to develop excellence in EDI in the research recruitment, selection and hiring process, and in its approach to researcher retention and a welcoming, supportive, inclusive environment for our researchers. | Ongoing |
| 6 | SETU to monitor, analyse and publish diversity data pertaining to research to develop an evidence base to learn and drive change. | Ongoing |

## PRIORITY 4: **EDI in our Engagement & Collaborations**

**OBJECTIVE**

To position SETU as a leader in EDI, and through our engagement and collaborations uphold our values of EDI, and seize every opportunity to lead and deliver on EDI with our partners across industry, community and society. SETU to become a partner of choice for EDI collaborations for industry, community, sectoral partners and other HEIs.

| | ACTION | TIMELINE |
|---|---|---|
| 1 | SETU to continue to lead on the development of strategic EDI collaborations with our partners across industry, community and society, and be the EDI educational partner of choice, both regionally and nationally | Ongoing |
| 2 | SETU to create of a National EDI Centre of Excellence for collaboration and learning between industry, community, sectoral partners and HE | Q2 2027 |
| 3 | SETU to develop at least two strategic international EDI partnerships to share learning and best practice, and explore funding opportunities for European and Global EDI projects. | Q2 2025 |

## PRIORITY 5: **EDI in our Physical and Digital Environment**

**OBJECTIVE**

To ensure that our university's physical and digital environment ensures accessibility, equality and inclusion for all members of the SETU community. Accessibility and inclusion become a key consideration in the development of SETU's physical and digital infrastructure.

| | ACTION | TIMELINE |
|---|---|---|
| 1 | SETU to ensure that the full diversity of our university is a key consideration in all decisions about our campus infrastructure - this can be achieved through embedding Universal Design in Education (UDE) Principles in decisions about our physical and digital educational environment. UDE involves a whole system approach so that the physical and digital environments, the educational services, and the teaching and learning can be easily accessed, understood and used, by the widest range of learners and by all key stakeholders, in a more inclusive environment. | Ongoing |
| 2 | SETU to conduct an Accessibility Audit for all SETU Campuses & our Digital Infrastructure. This will ensure that SETU complies with all Irish and European laws and regulations pertaining to accessibility, and that SETUs commitment to ensuring that its campuses, information and services are accessible to persons with disabilities are upheld. | by Q4 2025 |
| 3 | SETU to provide freely accessible sanitary products for staff and students across its campuses | Q1 2025 |

## PRIORITY 6: **Measuring Impact and Success**

**OBJECTIVE**

To ensure that anonymised EDI data is collated, reported and circulated widely across our university and to our stakeholders in line with GDPR and other legal requirements. This will demonstrate the impact and success of EDI initiatives, inform policy and decision making, and inspire confidence to the communities we serve.

| | ACTION | TIMELINE |
|---|---|---|
| 1 | SETU to enhance, centralise and systematise its collection, analysis and reporting of data relevant to EDI across the university to inform policy, practice and decision making <br><br> This will include, but not be limited to, the following: <br> • Gender Disaggregated Staff Profiles <br> • Gender Pay Gap <br> • Staff Profiles disaggregated by Race & Ethnicity <br> • Staff Disability Census <br> • Data on Reports and Complaints relating to Sexual Violence & Harassment | by Q4 2025 |
| 2 | SETU to monitor, analyse and publish diversity data pertaining to research to develop an evidence base to learn and drive change. | Ongoing |
| 3 | SETU to prepare and publish an Annual EDI Report. This will include a specific section on how the Public Sector Duty is implemented across the functions of the University. | Q2 2025 |

# IMPLEMENTATION, REPORTING AND MONITORING OF THE PLAN



Implementation of this plan requires a cross-university approach, where each member of SETU's Executive Management Team (EMT) assumes responsibility for leading EDI initiatives in their area, along with the wider management team and staff across the university. The Vice President for EDI will work with colleagues across SETU to implement the plan and will report to the EMT and the EDI Committee of Governing Body annually on progress.

The Office for EDI will support the implementation of this plan, and take responsibility for many of the actions therein. The Office for EDI will prepare an annual report, which will be incorporated into the University's Annual Report, and will include updates on developments and the implementation of this plan.

In order to fully implement this plan, certain enablers are required in terms of financial and human resources to ensure it can be fully achieved. As part of the SETU strategic planning process, these enablers have been identified and mapped, and the university will work to seek these additional resources to allow the full achievement of its objectives.

# APPENDICES

**APPENDIX 1**

**External Organisations Consulted with as part of the EDI Strategic Plan development process**

Kildare and Wicklow Education and Training Board

Kilkenny and Carlow Education and Training Board

Laois and Offaly Education and Training Board

Tipperary Education and Training Board

Waterford and Wexford Education and Training Board

Waterford City and County Council

Carlow County Council

Kildare County Council

Kilkenny County Council

Laois County Council

Offaly County Council

Tipperary County Council

Wexford County Council

Wicklow County Council

Southern Regional Assembly

The Higher Education Authority

Department of Further& Higher Education, Research, Innovation and Science

Shout Out

Waterford Rape and Sexual Abuse Centre

Irish Deaf Society

Schools of Sanctuary Ireland

National Disability Authority

Waterford Community Garda

Waterford Local Area Partnership

AsIAm

The Independent Living Movement

People with Disabilities Wexford

Mincéirí Port Láirge

**Internal Consultations as part of the EDI Strategic Plan development process**

LGBTQ+ Staff Network

Staff Disability Network

Women in Research

Race Equality Forum

University of Sanctuary Committee

Athena Swan SAT Committee

Forsa Representatives

Unite Representatives

SIPTU Representatives

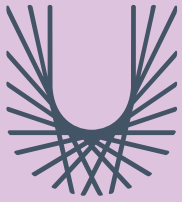TUI Representatives

EDI Clinics – in-person

EDI Clinics – on-line

Novus

All Staff emails and online consultation fora