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# Understanding & Embedding Diversity in an Irish University

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**INSPIRING FUTURES**

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# Structure for Today's Presentation

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Introductions to SETU  
Equality Diversity &  
Inclusion & CTETL  
Embedding Diversity in an  
Irish University

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Transferability, Impact &  
Sustainability



**SE**  
**TU**

Ollscoil  
Teicneolaíochta  
an Oirdheiscirt

South East  
Technological  
University

# Introduction to SETU



**19,200**

Student  
Enrolments

**1400** FULL-TIME  
STAFF

**365** ACADEMIC  
STAFF  
with PhDs



INTERNATIONAL  
STUDENTS



**270** ERASMUS

**200** TRANS-  
NATIONAL

**4%** NON-EU

**125,000 M<sup>2</sup>** of  
CAMPUS  
BUILDINGS



**200 PhD**   
STUDENTS 



# Introduction to the SETU EDI Office & CTCL

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# Embedding Diversity in an Irish University

# Research Informed Initiatives **Smile**



Sexual harassment can serve as an equalizer against women in power (McLaughlin et al, 2012)

Having women in leadership positions contributes towards a reduction in employee's experiences of sexual harassment in general (Au, Trembly and You, 2022).





# Working Towards a Solution

## Work Underway at National & University Levels

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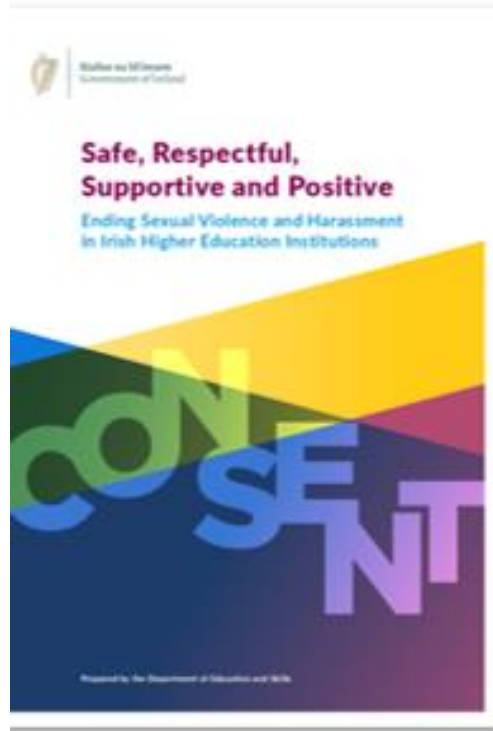


### National Level

- Irish Framework for Consent for Higher Education Institutions 2019
- Includes policy development, education and training programmes for staff & students

### University Level

- Action Plan to Tackle Sexual Violence & Harassment 2023-2026





# SETU Action Plan 2023 – 26 to Tackle Sexual Violence & Harassment (TSVH)

## Legacy Award




**Training & Information**

- Roll out Active\* Consent and SETU Bystander Intervention training Continue to Roll out TSVH, SETU Bystander Intervention & Disclosure Training
- Dedicated section on Website



**Supports & Reporting**

- Supports identified and widely available
- Speak Out tool
- Reporting options mapped & published




**Policy Development**

- New Policy Development on Sexual Violence & Harassment for SETU
- New Policy on Domestic Violence Leave for Staff in SETU



**New SETU Working Group**

- ESP (Ending Sexual Violence & Harassment, Prevention & Support) Committee Established
- Members from across SETU & experts from support agencies



**Other updates:**

- SETU Sexual Violence & Harassment Prevention & Support Manager appointed in 2023
- **Launch 16 Days of Activism against Gender-Based Violence 25th Nov – 10<sup>th</sup> Dec**

## Active Consent Training Rolled Out to all 1st year Students since 2019

**ACTIVE\*CONSENT**

- Gap identified – Staff also required this training
- Bespoke Sexual Violence & Harassment training developed & delivered in EDI element for new staff induction
- Training included in SETU's Gender Equality Action Plan 2022 - 2025

- 2021 SETU EDI Office designed, developed and piloted 2-hour training programme “Tackling Sexual Violence & Harassment at SETU”
- Feedback gathered, amendments made & training delivered as part of New Staff Induction September 2022
- Targeted training provided to various Departments Dept 2022
- During Professional Development Weeks February 2022 & 2023 – Training offered to all staff
- 290 staff have completed the programme over 14 sessions - the roll out continues at the University on a monthly basis & is part of ongoing new staff induction



- Bystander Intervention Programme adopted and adapted by SETU from University College Cork
- Collectively & collaboratively rolled out across SETU in the form of an engaging and instructionally designed fully online course,
- Shared widely across the Irish university sector.

# Bystander Intervention Micro- credential at SETU

- Interactive micro-credential with 10,000 students enrolled
- Developed to tackle issues of sexual and relationship violence
- Highlights the danger of normalising abusive behaviour
- Collaborative effort among Irish universities





## Stages of intervention



(Adapted from Berkowitz, A. (2009) *Response Ability: A Complete Guide to Bystander Intervention*, Beck & Co., p.10)

# What the Statistics Indicate

- Recent data from the programme reveals that:
- Of 270 people who have taken the programme
- 76% feel this training should be compulsory while 83% feel they now have skills to intervene.





# Impact

## Impact at SETU

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- Since 2020, Active Consent training delivered to **10,000+ 1<sup>st</sup> year students over 2 campuses.**
- Since 2021, **55 SETU staff** have participated in Disclosure Training, delivered by Waterford Rape & Sexual Abuse Centre
- Since November 2022, EDI team delivered TSVH training to **310 staff** as part of new staff induction & to all staff.
- In February 2023, SETU launched online Bystander Intervention module & **270 staff and students** have completed it.

- *'It's so great to work for an organisation that takes Sexual Violence training seriously & makes it part of induction'*
- *'I found the training really interesting & educational, the statistics shocked me & it was great to meet other new staff'*
- *'The training was so informative. I really enjoyed the group work discussing the case studies & the use of videos.'*
- *'Having done the training, I won't ever forget Consent is OMFG'*
- *'I brought my students to the Kind of Sex you have at college play, it was a great way to show students what consent is'*

SETU has gender balance on all key decision making bodies across the university, including on

- Executive Management Team
  - Wider management team
  - Academic Council
  - On interview panels
  - At professoriate level

Other cultural changes evident across the campuses.

# Transferability

# Transferability Across Irish and European Universities



**ACTIVE\*CONSENT**

- Significant collaboration across Irish HE Sector.
- Bystander Intervention Programme Implemented
- Collectively & collaboratively rolled out across SETU in the form of an engaging and instructionally deigned fully online course
- Active Consent training adopted from University of Galway
- SETU's TSVH training available to colleagues in other HEIs also

# Sustainability





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New Posts – VP of EDI, EDI Office & new Sexual Violence and Harassment Manager

New Ending Sexual Violence Prevention and Support Committee

Dedicated funding ensured it is embedded into SETU

Provision of online training via Active Consent and Bystander Intervention ensures sustainability of the programme offering

SETU partnered with local City and Council to secure an additional €150,000 funding to roll out a 'Consent Matters' programme to local Second Level schools



THANK YOU & ANY  
QUESTIONS?

Róisín  
Shanahan

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**INSPIRING FUTURES**

