

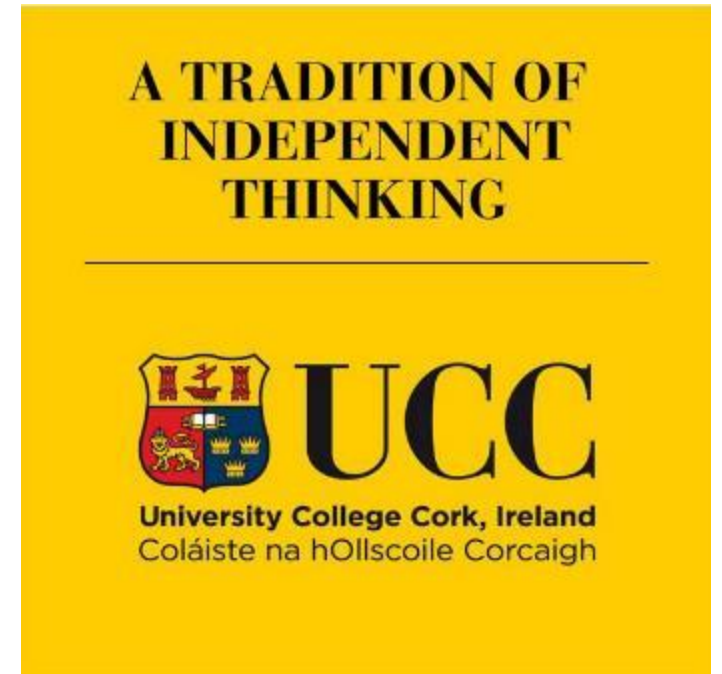


Implementation of the Public Sector Duty at UCC

Dr Angela Flynn, Equality Committee, UCC

on behalf of

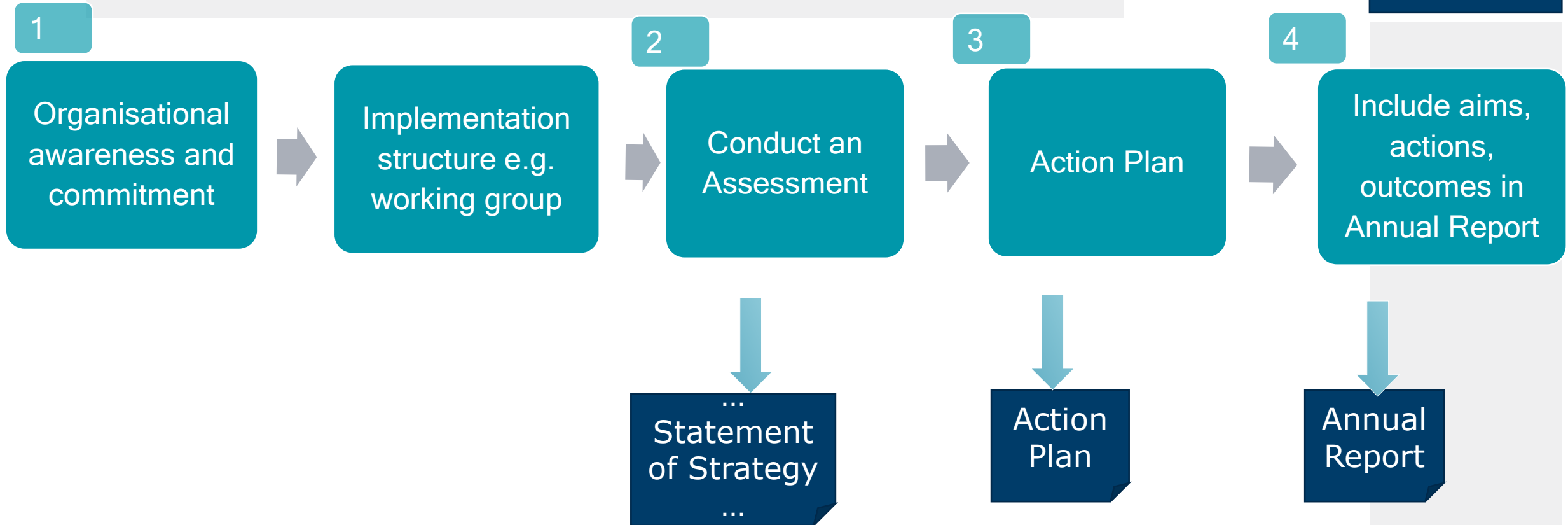
Dr. Karl Kitching, Director of Equality, Diversity and Inclusion UCC. @Karl_Kitching

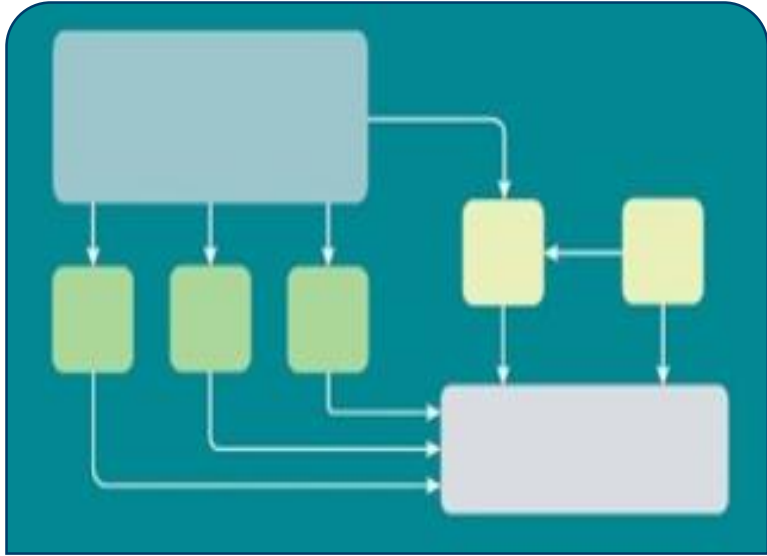


Overview

- Workshops 1, 2 and 3
 - Workshop 1: Conduct assessment to identify human rights and equality issues
 - Workshop 2: Prioritising issues and scrutinising further
 - Workshop 3: Action Plan: Committing to Implementing Strategy
- Sample Actions and Issues identified

Public Sector Duty process:





Functions



Existing policies



Emerging Human Rights and Equality issues

Workshop 1

- What does *equality and human rights* mean to you?
- Equality is about.....
- Human Rights is about.....

Activity 2: What Human Rights and Equality Values are Important for UCC?



Activity 2: What do these values mean in practice for UCC?



Workshop 2

1. What is in place in UCC?

*What organisational structures and initiatives are in place that help **eliminate discrimination, promote equality and protect human rights** (e.g. committees, staff roles, policies, plans, activities, practices)?*

2. What gaps or issues can you identify?

Areas in need of policy consideration

Themes, Issues & Actions:

Employment

Understanding Diversity

UCC recognises the importance of understanding and accommodating diversity in the workplace for the benefit of staff and service users.

- **Issue:** Data
- Suggested Action: Establishment of a Cross-University Working Group by EDI Unit to carry out a UCC Equality, Diversity and Human Rights Needs Assessment.

Themes, Issues and Actions:

Service Delivery

Diversity

UCC recognises the importance of understanding and accommodating diversity in its daily work for the benefit of service users and it will proactively engage with stakeholders

- Issue: Recognition of Religious Diversity in Calendar and Institutional Spaces
- Suggested Action: Development of a UCC Diversity Calendar for September 2018 that includes reference to multiple global religious and non-religious events

Themes, Issues and Actions:

Policy Making

Equality and Human Rights Mainstreaming

UCC recognises the importance of embedding and mainstreaming equality and human rights in its daily work.

- Issue: Need a central unit to drive the PSD in UCC
- Action: Establishment of the EDI Unit
- Action: Clarification of the EDI Unit's relationship to the Equality Committee

Themes, Issues and Actions: **Budgets and Procurement**

Equality and Human Rights Mainstreaming

In the spirit of promoting equality which is a key part of the Public Sector Duty, UCC will take into account the need to eliminate discrimination, promote equality and protect human rights in drawing up its budgets and in the procurement of its services.

- Issue: Need for clarity regarding budget allocation
- Action: Clarification of EDI budget

Workshop 3


- Committing to implementing the Actions
- Action Plan:
<https://www.ucc.ie/en/media/aboutucc/presidentx27soffice/edi/UCCPSDAssessmentProposedActions.pdf>

Comprehensive Surveys of Staff & Students




WHO IS UCC?

The UCC STAFF & STUDENT EQUALITY SURVEYS 2018
aim to understand diverse staff and student experiences. Play your part in improving your University, and be in with a chance to win a prize!

 **UCC**
University College Cork, Ireland
Coláiste na hOllscoile Corcaigh

 Equality, Diversity & Inclusion

 www.ucc.ie/en/edi

Student Survey Code  Staff Survey Code 

UCC Diversity Calendar

Nov

UCC's Bystander Intervention Module addresses the issues of sexual and relationship violence. It encourages an understanding of the dangers of the social normalisation of abusive behaviour and the related capacity of a bystander to intervene.

This module, which has been successfully piloted in the Schools of Law, Applied Psychology and Nursing and Midwifery, will be available online for all undergraduate students during semester 2 of the 2018/2019 academic year. The module will include a face-to-face workshop element.

Mon	Tues	Wed
		7
5	6	
12	13	14
19	20	21
26	27	28

● New Moon ◐ First Quarter

November is **Men's Health Awareness Month**
Mental Wellbeing Week (UCC Student Union)
Trans and Non-Binary Awareness Week (UC

UCC Indian Society



November 2018



UCC's Bystander Intervention Module addresses the issues of sexual and relationship violence. It encourages an understanding of the dangers of the social normalisation of abusive behaviour and the related capacity of a bystander to intervene.

This module, which has been successfully piloted in the Schools of Law, Applied Psychology and Nursing and Midwifery, will be available online for all undergraduate students during semester 2 of the 2018/2019 academic year. The module will include a face-to-face workshop element.

Mon	Tues	Wed	Thur	Fri	Sat	Sun
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

● New Moon ◐ First Quarter ○ Full Moon ◑ Last Quarter

Significant Dates

- 1st All Hallows/All Saints Day
Christianity
- 2nd All Souls Day
Christianity
- 7th-12th Diwali
Hinduism, Buddhism, Sikhism, Jainism
- 10th Universal Children's Day
- 19th International Men's Day
- 25th International Day for the Elimination of Violence Against Women



Thank you very much
Angela Flynn angela.flynn@ucc.ie

Equality Diversity Inclusion Unit UCC
can be contacted at ediunit@ucc.ie

