

The development and implementation of a Gender Identity, Expression & Diversity Training Programme for staff in Irish HEIs - Carlow College, IT Carlow, LIT, MIC and WIT.

The project's goals were to tackle gender inequality in the participating HEIs through the lens of culture and structure. This project designed and implemented a multifaceted training programme using interactive learning sessions for academic and PMS staff. The training programme was designed to drive change by combatting stereotyping, exploring gender roles and unconscious bias as well as sexual orientation and gender identity minority groups to foster gender balance, tackle gender biases, and invoke inclusion for the LGBTQ+ community within the HEIs.

Training was developed (Stage 1) and delivered by supporting stakeholder [ShoutOut](#), a charity that specialises in creating inclusive services in educational institutions. Training was run in 3 sessions - a wide-ranging 3-hour session for all staff, a targeted session for HR staff and an abbreviated session for Senior Leaders. The sessions were made available in pilot mode for limited numbers of staff across the 5 stakeholders' HEIs.

127 staff members participated and feedback was collected to review and inform the shape and content of the training sessions in future. This concluded stage 2.

A review was undertaken by [ShoutOut](#) to inform stage 3-5 of the project which is now underway and is being funded by GEEF 2021.

A permanent online resource will be developed for use by staff across participating HEIs, to support a network that has grown organically from the implementation of the training. All granted funding was used as per the application, for project support, and pilot training development and delivery.