

LIBRA: Future Proofing Gender Equality in Higher Education Institutions - Experiential Learning in Simulation for Students Leaders - RCSI, TU Dublin and UCC.

This pilot project employs high-fidelity simulation methodologies to provide gender equality-based leadership training to student leaders. Developed in partnership with students and experts in the area of gender equality, LIBRA creates a co-operative blended learning environment that incorporates simulated learning experience in order to build the capacity of student leaders to strengthen diversity and inclusion across our HEIs.

Progress to date:

A) Consultation

Following ethical approval from the three collaborating institutions, an educational needs assessment was undertaken using focus groups and expert interviews. Twenty-nine student leaders participated in six focus groups. Nine experts in gender equality and leadership from a variety of fields, including academia, law, engineering and the corporate sector, were interviewed. A gap analysis to determine the status of the gender and equality agenda present in undergraduate and postgraduate courses, was completed by developing and rolling out a survey for student leaders across the three partner HEIs. Data analysis of all the above is currently in progress.

B) Scoping Review

The scoping review is ongoing. We have completed initial screening of 1900 abstracts and full-text screening of X articles. The finalised list of articles to be included in the review has been determined and, at present, we are at the data extraction phase.

Data from both of the above processes will inform the learning outcomes and objectives in the respective domains of knowledge, skills and attitudes for gender equality training. We are identifying the specific contexts and situations where these skills need to be applied.

Key Deliverables:

Key Deliverables	Update on deliverable
Development of a competency-based skills framework for student leaders in the domain of gender equality-based leadership	Needs assessment data collection complete. Data analysis is ongoing. The skills framework and three simulated scenarios are currently being developed alongside the data analysis in an iterative fashion.
Pilot of the LIBRA gender equality-based leadership training by student leaders from three institutions	Recruitment of Simulated Persons (SPs) for the pilot among TU Dublin Drama students is ongoing. Training

	<p>days for the SPs are booked for the 19th and 20th April.</p> <p>The programme pilot is proposed for June 2022 at RCSI University's simulation facilities.</p>
<p>Evaluation of the impact of the pilot programme through qualitative feedback from participants and stakeholders</p>	<p>The programme pilot will be evaluated by participants and student leaders on the day of the pilot, using mixed-methods questionnaires. The evaluation tools are currently in preparation.</p> <p>Data analysis of the evaluation will be carried out and revisions will be implemented to the LIBRA programme based on students' and SPs' evaluation. Additionally, the accompanying educational resources and Train the Trainer elements of the programme are under production.</p>
<p>National dissemination of the programme across Ireland through the NStEP/Student Union of Ireland.</p>	<p>On completion of the programme content development, LIBRA will be presented to NStEP and USI. The research team will work collaboratively with these organisations to advise on rolling out LIBRA on a national scale across HEIs.</p> <p>2 peer-reviewed manuscripts will be submitted for publication.</p>