

Embedding Gender Identity, Expression & Diversity Training and Best Practice into Irish HEIs – SETU, MIC and SPCC.

This project aims to tackle gender inequality across the Irish HEI sector. This proposal builds on Phase 1 of this project which was funded by the HEA in 2020/2021, and uses learnings from that to further drive change through the roll out of:

- expanded interactive training for academic and PMS staff
- bespoke train the trainer sessions for key HEI staff
- the development of an online hub and
- a Gender Identity, Expression and Diversity Practitioner Network across the HE sector.

This project aims to combat stereotyping, explore gender roles and unconscious bias to invoke inclusion for the LGBTQ+ community across HE

Update on Progress with Reference to Specific Outputs

Expanded Interactive training for academic and PMS Staff.

As part of this roll out 250 academic and professional managerial and support staff engaged in the training programme. Feedback from the participants was hugely positive. See Table 1 below:

Table 1: Feedback from Programme Participants across partner HEIs,

The training was	Comprehensive	Easy to understand	Engaging	Interesting
Strongly Agree	148	151	143	170
Agree	76	69	78	53
Neutral	2	8	6	5
Disagree	3	1	1	1
Strongly Disagree	1	1	1	1

Bespoke train the trainer sessions for key HEI staff

The partners developed and rolled out the train the trainer sessions for designated key HEI contacts from across the sector. The aim of this training was to build confidence and capacity and to train staff members within the partner HEIs to deliver the programme within their own institution after the project ended, thus ensuring sustainability of work in this area. The training was delivered in TUS in October 2022.

Development of a Gender Identity, Expression and Diversity Practitioner Network across the HE sector

An exciting, planned outcome of this round of the project was the establishment of a National Higher Education Gender Identity & Expression Champion Network, which aims to identify challenges and opportunities within the sector, to support policy development and to share learning with partner HEIs. The network also aims to support staff members in EDI, student facing and HR roles. Internal LGBTQ+ staff groups and networks were also invited to be part of the network, which was launched in 2022. Once firmly established, the network will be expanded to include membership beyond the initial project partners.

The development of an online hub

Finally, the partners are working to develop an asynchronous resource base for staff in the form of Gender Identity and Expression training programme which will be accessible across the higher education sector for staff and students on their virtual learning platforms. Work on this part of the project is currently underway and presents an excellent opportunity to scale the project far beyond the initial partners and to have impact across the entire Irish higher education sector. It is hoped this will be ready to launch in September 2023.

