

Edited Book - Transforming Gender Equality and Inclusion within Higher Education in Ireland – Contemporary Perspectives – MIC, UL, University of Galway, TCD.

Impact of the Book Nationally and Internationally

The context and narrative focusing on systemic change for gender equality through policy, structures, leadership, new data measures, funding collaboration and collaborative activities is unique when we review the recent literature relating to EDI within higher education. This book acknowledges past historical injustices and steps taken at multiple levels to redress gender imbalance and injustice in Irish higher education. It is a national narrative that merits national and international attention as institutions and organisations globally now focus on the business of EDI in the workplace.

One of the exciting aspects of the book is that the 50+ authors have been and continue to be active in enabling important and transformational change. Their wisdom and insights are presented through a series of chapters and practical vignettes, presented under four distinct but inter-connected sections. This volume thematically reflects on and analyses the nature of change and transformation with respect to gender equality, inclusion, and diversity across higher education in Ireland from the perspectives of those pioneering change. The vignettes present practical case studies and compliment the chapters and offer short insights as to how equality is embedded within a variety of institutions picking up on nuances of the distinctiveness of locales.

- Provides a comprehensive and contemporary narrative of EDI within the context of higher education in Ireland that can offer an external audience a knowledge base and source.
- Offers lessons from EDI within an Irish higher education context for a national or international audience that can be applied.
- Pioneering work that documents change from historic inequality and towards policy and strategic change, at national and local higher education institutional levels.
- EDI is now highly topical and not set to be removed from agendas internationally – including both the private and public sectors.
- Brings together political actors, scholars, professional staff, community stakeholders and students (including scholar-activists) into showcasing a holistic picture of change and advancement.
- Presents a consolidated overview as to how gender equality and EDI can be nationally understood and how change can involve multiple stakeholders at all levels of the higher education system to achieve transformations.

Through a community of practice (Wenger, 1998), 51 authors have been involved in the design and development of a new edited book that has been submitted to Palgrave Macmillan for publication consideration in October 2023. The funding awarded had allowed for the hosting of two writers retreats in January and May 2023 that brought together all available authors to work together, network, share knowledge on chapter content, possibilities for interconnection and book proposal design. This edited book reflects on, investigates, analyses, and highlights recent transformations across higher education in Ireland in terms of pioneering efforts and activities to embed gender balance in a comprehensive and multi-faceted manner. It examines the challenges and well as opportunities relating to change and transformation from a national and multi-institutional context.

The phases to date have included:

- Phase 1 – call out to the EDI higher education community to submit abstracts, as well as the commission of chapters, by January 2023 for consideration in a book entitled Transforming Gender Equality and Inclusion within Higher Education in Ireland – Contemporary Perspectives;
- Phase 2 – Selection of chapters and the structuring of the book project;
- Phase 3 – Hosting of two facilitated writing retreats in Spring 2023 and the writing of chapters in cluster groups;
- Phase 4 – Developing book proposal and submission to publishing house – Palgrave Macmillan, London – in October 2023;
- Phase 5 – Submission of full chapters to the Editors in January 2024 and peer review.
- Phase 6 is dependent upon the publisher’s timeline for publication, but it is anticipated that it will occur in late 2024 to early 2025.

Book Outline:

Introduction

Marie Connolly, University of Limerick, Helen Maher, University of Galway, Lorraine McIlrath, Mary Immaculate College and Lorraine Leeson, Trinity College Dublin

Section 1 - Contextualising Gender Equality within Irish Higher Education

Chapter 1 - National Pioneers and Gender Equality by Yvonne Galligan, Technological University Dublin (TUD)

Chapter 2 - National Policy as a Driver of Change: The Case of Equality, Diversity, and Inclusion in Irish Higher Education by Ross Woods and Jennie Rothwell, Higher Education Authority (HEA)

Chapter 6 - Mainstreaming Equality, Diversity, and Inclusion (EDI) in Higher Education by Marcellina Fogarty, University College Dublin and Colin Scott, University College Dublin

Chapter 3 - Pathways to change in the gender profile of leadership in Irish Higher Educational Institutions by Pat O’Connor, University of Limerick, and Visiting Professor Geary Institute, UCD and Gemma Irvine, Maynooth University.

Chapter 4 - Perspectives of the Pioneers of Change: Mapping the Change Processes for Gender Equality through the lens of the Athena SWAN Ireland Charter by Monica O’Mullane, University College Cork (UCC) and Dr Caitriona Ni Laoire, University College Cork (UCC)

Chapter 5 - Transformative, Cross-Collaborative EDI Practices in the Irish Higher Education Sector: University College Galway, A Case Study by Laura Loftus, University of Galway, Helen Maher, University of Galway and Aoife Cooke, University of Galway

Vignette - Building capacity for a Nationally Contextualised Equality Charter – Key learnings from Athena Swan Ireland 2014-2023 by Sarah Fink, Advance HE and Sarah Dickinson Hyams, Advance HE

Section 2 - Gender Transformations, Interventions, and Impact

Chapter 7 - Equality, Diversity and Inclusion (EDI) in Ireland's new Technological Universities by Yvonne Galligan, TU Dublin, Margaret Linehan, Munster TU, Jacqueline McCormack, Atlantic TU, Marina Duggan, TU Shannon and Allison Kinneally, South East TU.

Vignette - Change & Continuity: Combatting Gender Stereotyping and Inequality within a Catholic College by Elizabeth Dawson, Carlow College, St. Patrick's, Michael Sherman, Carlow College, St. Patrick's, and Fiona McGuill, Carlow College, St. Patrick's

Chapter 8 - Approaches to EDI data gathering, management and systems in Irish HEIs by Mary Nestor, Atlantic Technological University, and Tom Reilly, Atlantic Technological University and Tom Costelloe, University College Dublin

Chapter 9 - Transformative interventions supporting gender equality in senior academic roles by Marie Connolly, University of Limerick, Caroline Murphy, University of Limerick, Christine Cross, Edinburgh Napier University and Elaine Berkery, University of Limerick

Vignette - 'Vista Sista's' - the personal and sectoral transformative powers of VISTA: a mid-career self-development programme for females (or those who identify as females) in higher education by Bernadette Brereton, Dundalk Institute of Technology, and Karen Dunne, Dundalk Institute of Technology.

Section 3 – Ending Sexual Violence and Harassment in Higher Education

Chapter 10 - The Active* Consent programme: The use of interdisciplinary, research-based approaches to address policy priorities concerning consent, sexual violence, and harassment by Pádraig MacNeela, University of Galway, Siobhán O'Higgins, University of Galway, and Charlotte McIvor, University of Galway

Chapter 11 - National Examples of Practice to Tackle Sexual Harassment and Violence: the UCC Bystander Intervention programme and IADT Moving Parts campaign by Louise Crowley, University College Cork, and Claire McGing IADT Dún Laoghaire

Vignette - Consent in Trinity College Dublin: a staff-student collaborative model by Patricia Murphy, Trinity College Dublin

Chapter 12 - Embedding Gender Identity, Expression & Diversity Training and Best Practice into Irish HEIs - By Áine Coady, South East TU, Allison Kinneally, South East TU, Dr Carol Wrenn TU Shannon, Edel Foster, May Immaculate College, Ruadhán Ó Criadáin, ShoutOut and Tilly Taylor, ShoutOut

Section 4 - Gender and Intersectionality

Chapter 13 - Transforming the EDI Agenda: Including Disability as an Intersectional Consideration by Vivian Rath, Trinity College Dublin, Patricia McCarthy, Trinity College Dublin, David Loughrey, Trinity College Dublin, Lorraine Leeson, Trinity College Dublin, Eimear Reilly, Trinity College Dublin, and Declan Treanor, Trinity College Dublin

Chapter 14 - Human Development and Inclusion in Higher Education for those seeking International Protection in Ireland: Universities of Sanctuary by Veronica Crosbie, Dublin City University, Lorraine McIlrath, MIC, Sarah Sartori, Maynooth University and Liam Thornton, University College Dublin.

Chapter 15 - The emergence of an intersectional Race Equality agenda within Irish Higher Education

- by Nata Duvvury, University of Galway, Siobhan Kangataran, Munster Technological University (MTU), Lucy Michael, Lucy Michael Research, Oluchi Porter, RCSI University of Medicine and Health Sciences

Chapter 16 - What about us? - A critical conversation by Black, migrant women about the intersectional nature of challenges they experience in Irish academia by Lilian Nwanze-Akobo, Maynooth University; Tonye Benson-Olatunde, Maynooth University, and Gemma Irvine, Maynooth University.

Chapter 17 - The Future of Equality, Diversity and inclusion in Ireland and Lessons for the Future by Marie Connolly, University of Limerick, Helen Maher, University of Galway, Lorraine McIlrath, Mary Immaculate College and Lorraine Leeson, Trinity College Dublin