



School of Medicine (SoM) | Athena Swan Committee (SAT):
2019 Report Card



Athena Swan Bronze Award Received: April 2018
Preparing for Renewal of Athena Swan Bronze Award: November 2020

Key accomplishments:

- Successful Open Houses at SoM Research Centres – Irish Centre for Applied Patient Safety and Simulation (ICAPSS), the Lambe and Regenerative Medicine Institutes and the Clinical Research Facility
 - o providing an overview of some exciting research at the SoM and generating collaborative interactions within the school
- Continued activity with a train-the-trainer programme to establish an embedded Active Bystander programme for CMNHS with training offered to interns
- Substantial progress in increasing participation of female speakers in Grand Rounds and representation of women on committees
- Organisation of the Inaugural School of Medicine Athena Swan Annual Symposium “Women in Medicine” focused on the theme of optimising work and life balance for career progression and well-being
- Organisation of a panel discussion addressing “Building a community of support and role models to promote optimal work/life balance” at SoM on March 12th to celebrate International Women’s Day
- Organisation of the Create Art Exhibition in the Galway Hospital Campus, celebrating pregnancy and neonatal research for the month of February
- Developed a SoM ‘Postgraduate Student Maternity Supports and Information for Staff’ which was shared at university level to contribute to the university policy on Supports for Students Experiencing Pregnancy, Maternity and Paternity, published in February 2019
- Promoted expansion of the CMNHS Academic Career Support and Development series of lectures
- Disseminated student issues to supervisors and course directors to promote a caring environment for our students
- Completed career pathway outlines for staff at various career stages and a reference outline for opportunities for training and career progression to accompany this in induction packs
- Facilitated the establishment of the SoM social committee with the first successful summer barbecue held in 2019
- Supported other Schools locally in their preparation for Athena Swan applications (e.g. NUIG Schools of Natural Science and Psychology)
- Increased representation of women at senior levels in SoM with female representation maintained at 45% from 2016 to 2019 for Senior Lecturers, an increase to 25% at the Personal Professor level with five appointed since 2016, and the first female Established Professor in place
- Appointment of the SoM SAT Vice-Chair, Dr Sinéad Lydon, as the Vice Dean of Equality, Diversity, and Wellbeing in CMNHS
- Approval and appointment of a Project Manager in CMNHS to further promote equality and diversity

Comments, Questions, Want to get involved?

Get in touch at somnuigsat@nuigalway.ie

What you can expect in 2020:

- Improved communications with an updated website to disseminate all diversity and inclusion activities at SoM
- A dedicated Grand Round to celebrate International Women's Day on March 6th with additional bi-annual Grand Rounds focused on diversity and inclusion planned
- Enabling the roll-out of additional active bystander training for all staff and students
- Introduction of 'Praise Notes' as a means of recognising, and making visible, the achievements and contribution of all colleagues
- Assessment of how AS efforts have impacted culture and working conditions at SoM
- Assessment of work distribution by gender within committees in SoM
- Rollout of the inclusion of "Career pathway outlines for staff at various career stages and a reference outline for opportunities for training and career progression" in induction packs
- Collection of data on informal mentorship at SoM and discussion of designing a more formal model
- Planning for submission of an Athena Swan Bronze award to continue our efforts to promote equality for all at SoM
- Continued improvements in female representation at senior levels in SoM with roll-out of the new Senior Lecturer and Personal Prof promotion schemes
- Appointment of a Senior Academic Leadership Initiative (SALI) Professor in SoM to promote older adult health
- Initiatives to target other posts for promotion of Women and Women's health at NUI Galway and the surrounding region
- Increased interaction with the SoM Academies

Challenges to implementation of our action plan:

- Resources – continuation of administrative and funding support to underpin implementation of initiatives
- Local control of these resources to implement equality activities
- Need for more School-wide engagement and buy-in

Comments, Questions, Want to get involved?

Get in touch at somnuigsat@nuigalway.ie