



OLLSCOIL NA
GAILLIMHE
UNIVERSITY
OF GALWAY

Coláiste an Leighis, an Altranais
& na nEolaíochtaí Sláinte

College of Medicine,
Nursing & Health Sciences

Equality, Diversity and Inclusion Report

2023/2024



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Forward

Dear Colleagues,

It is with great pleasure that we share with you the College of Medicine, Nursing and Health Sciences annual report from the Equality, Diversity and Inclusion (CMNHS EDI) committee.

In CMNHS, we aim to foster a culture of Equality, Diversity, and Inclusion not just as a goal but a commitment that shapes our daily actions and long-term vision. This year's Annual EDI Report proudly show cases our progress in building a more inclusive and welcoming environment for every member of our College and the community.

A central focus this year has been our [age-friendly campus](#) initiative. Recognising the importance of diverse age perspectives, we fostered intergenerational learning, respect, and collaboration. Some of the projects last year included intergenerational quiz and learning, dementia café or dementia inequality game.

Alongside this, we were proud to host the *lamNumber17.ie* campaign at University of Galway, a powerful initiative that raises awareness and understanding of those affected by rare conditions. We shared the stories of those with rare conditions "Beautiful and sad and difficult", and challenged perceptions. We are delighted to let you know that this campaign is exhibited in different parts of Ireland.

Supporting neurodiverse students has also been a key priority, as we aim to ensure they are welcomed and empowered to succeed. We remain committed to gender equality and inclusive language, working closely with the Schools in our College. This academic year also marks the development of a formal workload allocation model, which will further support the culture of equality and respect in our College.

Finally, our recognition of staff efforts ([Shout Outs](#) and Dean's awards) is a reminder that the vital contributions of staff members build a supportive environment in our College and beyond.

We want to thank you all for your contribution and invite you to participate in the work ahead as we try to progress the diversity, resilience, and talent within our community.

Dr. Kasia Whysall

Vice-Dean for Equality, Diversity and Inclusion

On behalf of the College of Medicine, Nursing and Health Sciences EDI Committee

Introduction

We are dedicated to promoting equality of opportunity, diversity and inclusion (EDI) in the College of Medicine, Nursing and Health Sciences (CMNHS). We value an environment that enables all students and staff to achieve their full potential. Our core values, outlined in our College's [strategic plan](#), as well as the University of Galway's [strategic plan](#) and [sustainable developmental goals](#), serve as the foundation for advancing all aspects of equality, diversity and inclusion in our College.

Our mission is to eliminate discrimination, advance equal opportunities and foster good relations by tackling prejudice and promoting understanding and inclusion. The CMNHS EDI committee is actively integrating equality into the fabric of our College through local, College and University-level actions. The **CMNHS EDI Annual Report 2023/2024** provides an overview of the range of actions and activities undertaken throughout the academic year to advance the goals outlined in the CMNHS [EDI Strategy](#).

CMNHS EDI Committee

The Committee meets monthly to outline an EDI programme of work that operationalises the central University strategy, CMNHS strategy, and developments across both equality of opportunity and anti-discrimination. The committee reviews the progress of the EDI actions and initiatives and identifies areas that need further attention. The committee's work is critical in creating an inclusive and diverse environment for all CMNHS staff and students, where everyone feels welcome, valued, and respected. By promoting equality of opportunity and anti-discrimination, the committee is helping to create a culture of excellence where diversity is celebrated and differences are seen as a strength. Responsibilities of the committee are outlined in the [Terms of Reference](#).

Committee members for AY 2023/24 as follows:

Dr Kasia Whysall (Chairperson)

Vice-Dean Equality, Diversity and Inclusion
College of Medicine, Nursing & Health Sciences



Emma Hawkins

Programme Development Manager
College of Medicine, Nursing & Health Sciences



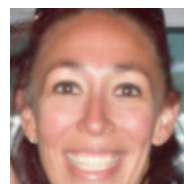
Dr Benjamin Bullen

Lecturer, Podiatric Medicine
School of Health Sciences



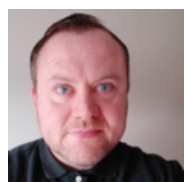
Dr Nicole Burns

Lecturer, Physiology
School of Medicine



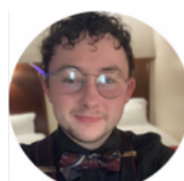
Brian Hickey

Lecturer and Practice Education Coordinator, Social Care
School of Health Sciences



Cameron Keighron

PhD student, Physiology
School of Medicine

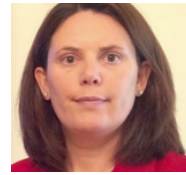


Dr Sinead Lydon

Associate Professor in Primary Care
School of Medicine

**Dr Ruth McMenamin**

Lecturer, Speech & Language Therapy
School of Health Sciences

**Pauline McNamara**

Human Resources Business Partner
College of Medicine, Nursing and Health Sciences

**Dr Georgios Miliotis**

Lecturer in Bacteriology
School of Medicine

**Dr Roisin Dwyer**

Associate Professor in Translational Science
School of Medicine

**Dr Lhara Mullins**

Lecturer, Health Promotion
School of Health Sciences

**Dr Peter Owens**

Chief Technical Officer
School of Medicine

**Dr Nikita Burke**

Programme Manager for Evidence Synthesis Ireland
School of Nursing & Midwifery

**Dr Michael Creane**

Translational Research Manager
School of Medicine

**Dr Saif-Ur Rahman**

Post-doctoral Researcher
School of Nursing & Midwifery

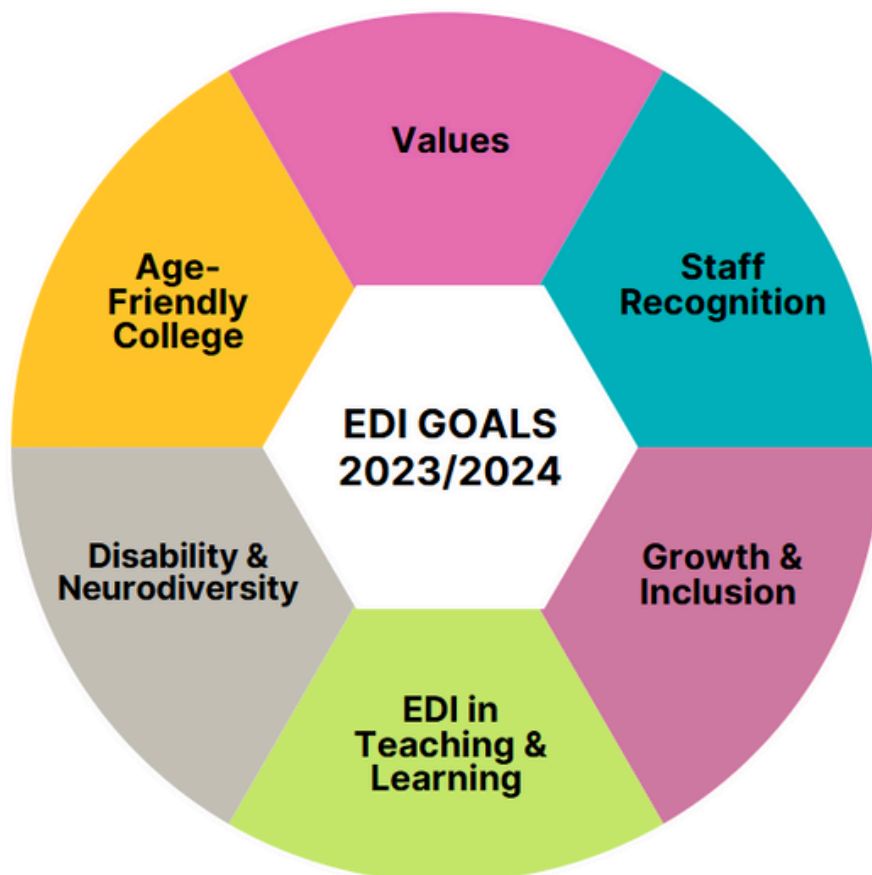
**Mary Rose Mulry**

Lecturer of Occupational Therapy & Practice
Education Coordinator
School of Health Sciences



EDI Goals for 2023/2024

1. Values
2. Staff Recognition
3. Growth & Inclusion
4. EDI in Teaching & Learning
5. Disability & Neurodiversity
6. Age-Friendly College



1. Values

Inclusion - A Day for the Belly and Heart

We came together to share a bit (and bites) of our cultures in the Human Biology Building (HBB) for an international food event. Dishes from all around the world were shared among our students and staff: from China, Ireland, Turkey, India, Mexico, Spain... and it was just an excuse to enjoy good company. We shared the traditions surrounding the meals which we prepared. It helped getting to know the different traditions and costumes from each country, while at the same time helped with a bit of the nostalgia from being away from home. Each dish became a portal to understanding the traditions and customs of its origin. This way we take a step towards a more inclusive community where we belong. Organised by: Maria Borja Gonzalez with the students and staff in the HBB.



EDI Bulletin

The monthly bulletin serves to keep all CMNHS staff and PhD students informed about ongoing initiatives, events, and resources that promote equality, diversity and inclusion. The number of staff viewing the bulletin has consistently increased month by month. A [repository](#) of all bulletins issued to date are filed in the CMNHS EDI SharePoint site.



CMNHS EDI Bulletin No 20

NameBadge

NameBadge was introduced in the Academic Year 2022-2023 and it was warmly received. Email signatures are being updated increasingly. CMNHS staff continue to be encouraged to add a NameBadge to their email signature, including name pronunciation and optional notes on phonetic spelling. The [guide](#) provides instructions for setting this up. Pronouncing people's names correctly enhances their sense of belonging.

Joaquin Phoenix  [Hear my name](#)

Phonetic Spelling: [wah keen - fee nicks]

CMNHS Induction

We recognise the importance of staff onboarding. All staff, whether newly appointed or interested in the work of the College office and committees, were invited to attend the first CMNHS Induction event on the 11th of April 2024. Following the main session, there was a focused session on research activities and networking. Feedback received included “The whole general overview was very informative. Great to see all elements of the college”, “networking with colleagues who I have had contact with but not met face to face” and “Overall this was one of the most useful and well-organised events I have attended in the University to-date”.

Report on Gender Pay Gap

The results of the University’s [Report on the Gender Pay Gap remain](#) an issue of ongoing concern and priority focus in terms of addressing the imbalance that exists. The University have undertaken a detailed assessment and analysis to better understand the multiple causes of the gender pay gap and to determine the necessary actions in response, which are the responsibility of us all at the University. The school and the University are currently preparing actions to further tackle gender pay gap as a part of the Athena Swan action plans and EDI strategy. The University has approved positive action [policy](#).

Performance for growth survey

“Performance for Growth” is part of the University’s ongoing effort to support staff development and promote fairness and transparency across the University. To read about this in more detail click [here](#) to access the Policy, Procedure, Review Form and FAQ’s. There were a number of information sessions to contribute to the successful rollout of this framework. The EDI Committee conducted a [pulse survey](#) after the first round of review meetings took place to gather staff feedback. Overall, the feedback was positive with some useful comments.

CMNHS EDI Website

We are thrilled to have launched our brand-new Equality, Diversity, and Inclusion (EDI) [website](#) at the College of Medicine, Nursing and Health Sciences. Our aim has been to create a platform that highlights the incredible initiatives and efforts taken to make our College a more inclusive and diverse place to work and learn. We believe that diversity enriches our community and drives innovation. Our new EDI website is a testament to our ongoing commitment to creating an environment where our staff and students feel valued, respected, and empowered.

Creating a Culture of Dignity and Respect in the Workplace

On the 23rd October 2023, the EDI Committee organised a workshop focusing on creating a respectful workplace where everyone's voice is heard and inappropriate behaviours are addressed. This workshop was open to all CMNHS staff and PhD students.

The objectives of the workshop included:

- Reminding participants what EDI means in the workplace setting
- Exploring the concept of dignity and respect in the workplace in terms of language and behaviours
- Increasing awareness of ways to address inappropriate behaviours and practising how to handle difficult workplace situations
- Identifying ways to promote inclusivity in everyday interactions

Unconscious Bias Training

On the 22nd July 2024 a training session organised by the CMNHS EDI Committee took place. It was open to all CMNHs staff and PhD students. The session addressed the impact of unconscious bias on our decision-making and provided tips for managing it. The learning objective included understanding what unconscious bias is, identifying our own biases and making better choices to improve workplace diversity. Unconscious bias affects how we perceive and interact with others, and addressing it is crucial for making fair decisions in hiring, promoting, and performance management.

Professional Service Staff Survey - Professional Development

In March 2024, we invited the CMNHS Professional Services Staff to participate in an anonymous Professional Development survey. Our goal was to gather their opinions and needs regarding training and professional development, as well as any other related comments. The results were shared with the College Executive, the Office of the Vice President for EDI, the CMNHS Vice Dean for Professional Development and Mentorship, and the HR Learning & Development. The findings were analysed and will inform the next phase, which involves developing targeted actions based on specific insights from the survey.

Meet the Scientist Webinar Series: Promoting Diversity in Science Education

The Meet the Scientist (MTS) series, was developed by the HRB-TMRN team (Sandra Galvin Principal Investigator, Manon Hubert Project Manager, Ele Quinn Webinar Host) at the University of Galway, it is a free online educational resource designed for 4th to 6th primary classes in Ireland. This initiative aims to spark children's curiosity about health and science through engaging, thematic webinars on topics such as 'How does our brain communicate with our body?' and 'Why is blood so important for our body?' By exploring everyday scientific questions, the series inspires learning beyond traditional classroom experiences. In collaboration with Cell Explorers, they have developed speaker guidelines specifically designed to tackle common stereotypes and broaden children's perceptions of who can be a scientist. These guidelines encourage scientists to present their work in a way that is relatable to children from all genders, cultural backgrounds, and abilities. By doing so, they aim to enhance children's science capital—the knowledge, attitudes, and experiences that shape their confidence in and relationship with science. The Meet the Scientist series is committed to ensuring that children can visualise themselves as future scientists, regardless of their background. By promoting inclusivity and challenging stereotypes, the series supports the University of Galway's wider mission to embed equality, diversity, and inclusion into all aspects of education and outreach. More information can be found on our website: www.meetthescientist.ie.

- Sandra Galvin, Principal Investigator, University of Galway
- Manon Hubert, Project Manager, University of Galway
- Ele Quinn, Webinar Host, University of Galway



Student Representatives on the School of Nursing & Midwifery EDI Committee

In early 2024, the School of Nursing & Midwifery recruited Student Representatives onto the Equality, Diversity and Inclusion Committee. These Students will work alongside staff to research and address barriers to equality that exist in higher education. We look forward to achieving much progress from this expanded membership which gives added insight into the unique challenges faced by students.

Workload Allocation Model

The College of Medicine, Nursing, and Health Sciences (CMNHS) is committed to providing a supportive and equitable environment for all academic staff. To ensure transparency, fairness, and consistency in workload distribution, the College is developing, in a deliberate staged approach, a Workload Measurement and Allocation Scheme aligned with the University's principles and strategic aims. This work has been carried out by the CMNHS WAM Committee, Chaired by Prof. Declan Devane, working in close collaboration with the School of Medicine's WAM Committee chaired by Prof. David Finn, the School of Nursing and Midwifery's WAM Committee chaired by Dr. Duygu Segin, and the School of Health Sciences represented by Prof. Agnes Shiel.

Development and implementation

Past 12-18 Months

- Development of a comprehensive dataset to measure teaching, research, and service activities.
- Completed the collection of the first set of academic activity data against this dataset for AY 2023-2024.

This phase of the work has informed learnings on implementing the model across the college and assumptions on allocating hours to various academic activities, such as contact teaching, preparation, etc.

Timelines

- August – October 2023: Build the workload model and data capture form (done)
- November 2023: Pilot the model with selected staff and collect feedback (done)
- Dec 2023: Roll out the model (Version 1) across all schools (done)
- April 2024: Deadline for staff to submit completed data capture forms (done)
- July 2024: Analysis complete.
- December/January 2024: Roll out the Version 2 model for AY 2024-2025 for collection of academic activity
- February-April 2025: Workload allocation by HoS or delegates (e.g. HoDs) for AY 2025-2026.

2. Staff Recognition

Dean's Awards

The purpose of the CMNHS Dean's Awards is to recognise and showcase the contributions, achievements, and/or performance of staff working across the College. The Dean's Awards are intended to offer a formal opportunity to highlight the exceptional work of colleagues across all staff categories - Academic, Research, Administrative and Technical.

A total of six awards are awarded across the College's major work programmes:

1. Equality, Diversity, and Inclusion (EDI)
2. Community Engagement and Public and Patient Involvement (PPI)
3. Teaching, Learning and Assessment
4. Internationalisation
5. Research Innovation and Graduate Studies
6. Staff Development and Mentorship

Each awardee received a certificate acknowledging their achievement and a token of recognition during an award ceremony in the Aula Maxima on the 10th of April 2024. Congratulations to all those nominated and awardees.

CMNHS Dean's Awards 2024

Equality, Diversity and Inclusion:
Katherine Pigott



Internationalisation:
Sharon Glynn



Teaching and Learning:
Bushra Karim



Research, Innovation and PG studies:
Colette Kelly



Mentoring and Staff Development:
Tim O'Brien

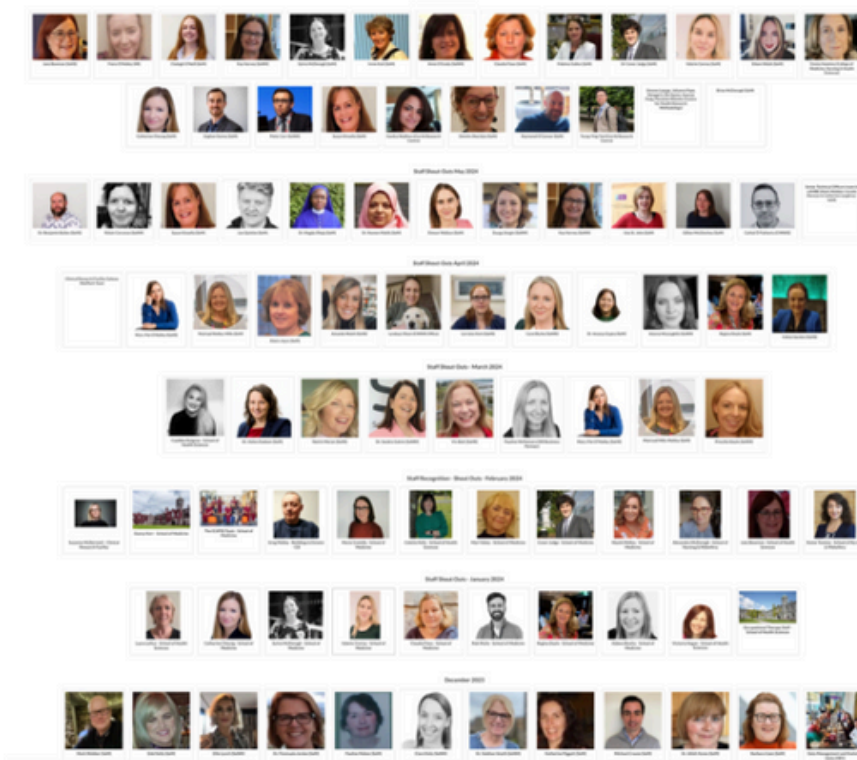


Engagement:
Martha Killilea



Shout-Outs

CMNHS is proud to have launched Shout Outs, a platform to acknowledge and celebrate our colleagues' achievements. This staff recognition initiative has been hugely popular with staff. This scheme celebrates the achievements of our colleagues, their outstanding contributions, teamwork, milestones and acts of kindness. The nomination process is simple and Shout-Outs are posted on the CMNHS monthly newsletter, EDI Bulletin and [CMNHS EDI SharePoint](#). We received 91 nominations for staff outstanding contribution in 2023/2024.



3. Growth and Inclusion

Academic Promotions Buddy scheme

On 9th July 2024, the CMNHS EDI committee held the third annual event to support members of academic staff considering application for promotion. Dr Róisín Dwyer hosted the event and panel members included Dr Aideen Ryan, Dr Sanjeev Gupta, Professor Sharon Glynn, Professor Dara Cannon and Professor Dearbháile Morris. There was a lively, interactive discussion of the challenges of the process and opportunities to maximise impact of individual experiences and expertise. Varied perspectives of previous reviewers and applicants were shared. Clear, tangible examples of content for the more flexible sections of applications were provided. Panel members shared positive and negative experiences and learnings from each, in a very collegial and supportive manner. Active participation of attendees ensured the most pertinent topics were covered and feedback on the event was very positive. Participants found it beneficial to hear very specific examples of what people included in their applications, and how they varied in emphasis. They also appreciated the honesty and good humour of panel members, as they shared the trials and tribulations of the process.

CMNHS EDI Events and Seminars

The College of Medicine, Nursing and Health Sciences EDI Committee continue to organise EDI lunchtime seminars with a focus on health equity. We held an international Women's Day event, health equity seminars and age-friendly events. More information and recordings see [University of Galway_CMNHS EDI Events & Seminars](#)

Women In Medicine Ireland

The goal of the [network](#) is to unite women at all stages of their medical career, across all specialities and grades, to share their experiences and learn from each other. The Women in Medicine in Ireland Network (WiMIN) is open to all female medical students and graduates in Ireland, as well as to Irish women studying or working abroad. The School of Medicine funded WiMIN membership for Final Year Medical students for the Academic Year 2023-2024, and also supported a large number of students to attend the annual conference.

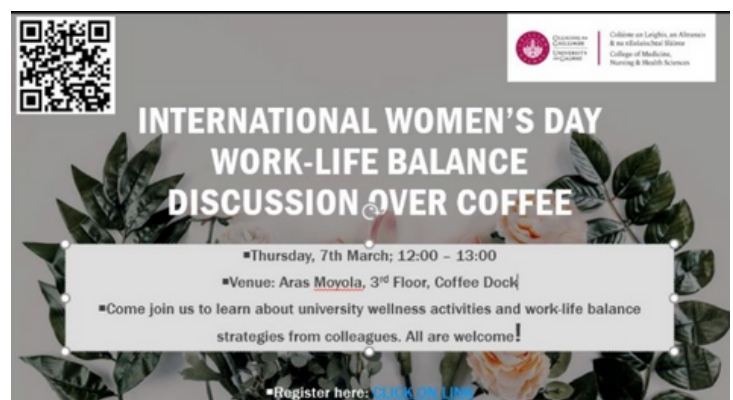


Celebrating Women in Science

Professor Dame Amanda Fisher delivered a Women in Science lecture sponsored by the European Molecular Biology Organisation (EMBO) titled “Celebrating Women in Science”. Prof. Fisher is an internationally recognised cell and molecular biologist with a long-standing interest in understanding the establishment and maintenance of cell fate. In addition to her major research contributions, Professor Fisher has pioneered highly impactful schemes to support the careers of scientists and to promote public understanding of science, for example the Suffrage Science Award, celebrating and inspiring the careers of women in science. The lecture was divided into three main sections. In the first, Amanda briefly outlined her scientific career. The second concerned her important contributions in promoting public participation in science and by initiation of the Suffrage Science awards, promoting women in science. The last part of her talk concerned her recent work on epigenetics and the transgenic mouse experiments investigating the effects of maternal stress and diet on epigenetic phenomena. The lecture, hosted by the CMNHS EDI Committee took place on campus on the 4th July 2024, and was well-received, sparking numerous questions from the audience.

International Women's Day

On 7th March 2024 we celebrated International Women's Day with the CMNHS Work-Life Balance discussion in Aras Moyola. Thanks to our speakers Dr Mary-Pat O'Malley (SoHS), Kathy Hynes (Student & Staff Health and Wellbeing Lead), Claire Masterson (SoM) and guest Ruth Molloy.



Inclusive Language Training

On the 19th October 2023, an “Inclusive Language” training session was organised by the EDI Committee. This training was open to staff and PhD students. The language used in the workplace plays a significant role in how included and valued colleagues feel. The course provided an understanding of the appropriate language to use and acceptable ways of sharing experiences and insights with colleagues. Using inclusive language in the workplace is essential because it fosters a positive and respectful environment for all employees, regardless of their gender, marital status, family status, sexual orientation, disability, religion, age, race, or membership of the Traveller community.

Inclusive Language Guide

The CMNHS EDI committee has developed, based on training delivered by the Irish Centre for Diversity, a guide to inclusive language which you can find on the [EDI SharePoint site](#)

Athena Swan – Round Table discussion for Schools

The first event of 2024 in the office of the VP for EDI took place on Jan 9th, with a round table discussion (chaired by Dr Laura Loftus) held to celebrate the Athena Swan work currently being carried out across the University of Galway ([Recording of the event](#)). The event focused on Athena Swan actions being carried out at School level and their impact.



Employee Relations Roadshow

We invited HR to host two Employee Relations Roadshows on the 6th June 2024 (virtual), and on the 27th June 2024 (in-person). The purpose of these information sessions was to introduce CMNHS staff to some of the services and supports offered by the HR Employee Relations:

- HR Leave Schemes (e.g., Career Break, Carer's Leave, Domestic Violence Leave, Maternity Leave, Paternity Leave, Parental Leave, Shorter Working Year etc.)
- Sick Leave and Covid-19 Sick Leave
- Occupational Health
- Employee Assistance Service
- Travel Pass Scheme
- Cycle to Work Scheme

Progression Pathways

The CMNHS EDI committee prepared an [information document](#) on the progression pathways for different staff categories at the University of Galway.

Exploring Sex and Gender in Chronic Pain

The poster is for a hybrid event titled "EXPLORING SEX AND GENDER IN CHRONIC PAIN". It features five speakers in circular portraits: Dr Michelle Roche, Prof Brian McGuire, Dr Rosemary Keane, Martina Phelan, and Dr David Moore. The event is moderated by MC Andrea Hayes. Logos for the University of Galway, Chronic Pain Ireland, PAINDIFF, and PPI National Festival are at the top. The event details are: Friday, 11/10/2024, Time: 2:00-4:00 PM, Location: Human Biology Building, University of Galway and Online. Logos for PPI Ignite Network, HRB, and Irish Research Council are at the bottom.

EXPLORING SEX AND GENDER IN CHRONIC PAIN HYBRID EVENT

FRIDAY, 11/10/2024 TIME: 2:00-4:00 PM HUMAN BIOLOGY BUILDING, UNIVERSITY OF GALWAY AND ONLINE

DR MICHELLE ROCHE
Associate Professor in Physiology,
Co-Director Centre for Pain
Research, University of Galway

PROF. BRIAN MCGUIRE
Professor of Clinical Psychology,
Joint Director, Centre for Pain
Research, University of Galway

DR ROSEMARY KEANE
Principal Specialist Clinical
Psychologist, Mater Misericordiae
University Hospital, Dublin

MARTINA PHELAN
Chairperson of Chronic Pain Ireland
and PPI Representative

DR DAVID MOORE
Consultant Pain Specialist,
Beaumont Hospital
Clinical Lead, Model of Care for Pain
Management Services in Ireland

MC: ANDREA HAYES - TV Presenter/Producer and author

PPI IGNITE NETWORK HRB IRISH RESEARCH COUNCIL

University of Galway researchers Dr Michelle Roche and Prof Brian McGuire, in collaboration with Chronic Pain Ireland, the Centre for Pain Research, and the PPI Ignite Network, hosted a national event- titled "Exploring Sex and Gender in Chronic Pain" on October 11, 2024. The event took place at the Human Biology Building on the University campus as part of the National Patient and Public Involvement (PPI) Festival. This event was also be streamed online, making it accessible to participants worldwide.

Chronic pain affects over 150 Million people throughout Europe and can persist for months or years, often with significant variations between men and women. The event, moderated by TV presenter and author Andrea Hayes, and shed light on the critical role sex and gender play in the diagnosis, treatment, and management of chronic pain. This event was an essential platform for healthcare professionals, academics, researchers, patient advocacy groups, patients and the general public. It informed and challenged how chronic pain is viewed across genders and aimed to influence both healthcare and policy.

ERA-NET NEURON Network PAINDIFF



Dr Michelle Roche, University of Galway, leads the ERA-NET NEURON Network PAINDIFF. This Network comprises an interdisciplinary group of 32 leading pain and/or sex and gender research experts, including senior scientists, early career researchers, patient advocates and individuals with lived experience of chronic pain, will consider and make recommendations on methodological approaches for best practice study of sex and gender as biological variables in pain research.

The Network aims to

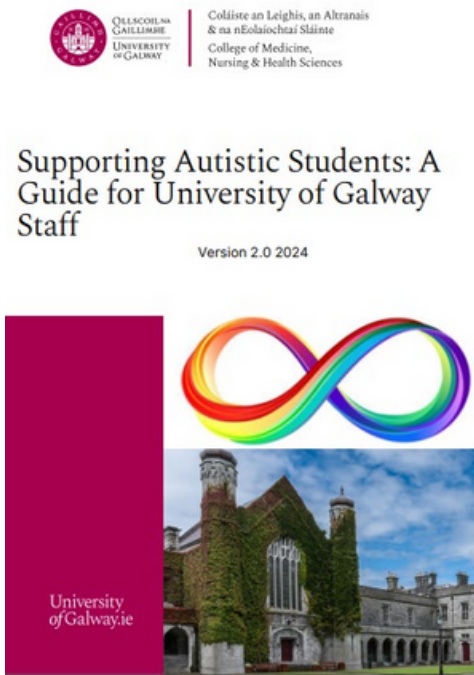
- (1) identify areas of methodological consensus and best practice
- (2) identify gaps in methodological knowledge or inconsistencies in the application of methodological approaches
- (3) develop a set of consensus recommendations on how best to study sex and gender as variables in pain research which will be of use to researchers across biomedical research and
- (4) set out a research road map with priority areas for further investigation in the area of sex and gender as variables in pain research.

Members of the PAINDIFF Network met in the University of Galway in May to discuss the aims and outcomes of this project and presented their findings at the IASP World Pain Congress in Amsterdam in August.

4. EDI in Teaching & Learning

Revised Staff Guide for Supporting Autistic Students:

The updated staff guide for supporting autistic students, reflects the evolving landscape in terms of best practice approaches. This guide aims to empower all University of Galway staff in creating a supportive environment on campus for autistic students, by considering: what can **you** do? [Supporting Autistic Students: A Guide for University of Galway Staff](#)



Neurodiversity training

Dr. Lhara Mullins within her role on the CNMHS EDI committee and Autism and neurodiversity sub-committee, provided a lively and interactive autism awareness workshop, to staff within the School of Natural Sciences in April 2024. Staff engaged in experiential learning activities and were prompted to view the world from a "different" perspective. The goal of this workshop was to promote awareness and enhance empathy for the unique challenges autism could present, for autistic colleagues. Feedback from this session was resoundingly positive:

"I found greater awareness of neurodiversity and how to support neurodivergent staff/students most useful"

"All schools should have this or similar CPD"

"I found this training useful and informative, and it provided much food for thought"

"The test/exam activity was really a powerful exercise to help understand the difficulties from a practical level".

Reverse Mentorship Model Programme

Staff from the School of Nursing and Midwifery are taking part in a joint scheme with University College Cork (UCC), University of Limerick (UL) and Munster Technological University (MTU). It's a Reverse Mentorship model scheme that involves flipping the traditional power dynamics. The ENGAGE scheme pairs early career women academic, research, and professional staff as mentors to senior leaders in HEIs to explore and contest the gendered barriers faced by women colleagues in higher education.



From left to right: Marnina Winkler (UCC), Dr Avril Hutch (UCC), Mary Horgan (UCC), Prof Ciara Heavin (UCC), Aileen Waterman (UCC), and Dr Tanya Watson (UCC).

Co-designing simulation scenarios to enhance the cultural competence of healthcare professionals

Ireland is becoming an increasingly diverse society and there is a need to better prepare our healthcare providers to provide equitable, inclusive, and effective care to cater to diverse patients' healthcare needs. Dr. Orla Mongan (School of Medicine) and Dr. Caoimhe Madden (Irish Centre for Applied Patient Safety and Simulation; ICAPSS) are currently running a study entitled "*Co-designing simulation scenarios to enhance the cultural competence of healthcare professionals*". The purpose of the study is to bring together groups of people from diverse communities and experts in healthcare simulation to develop a series of authentic and representative simulation scenarios to teach healthcare professionals to provide culturally safe care to diverse patients. Dr. Mongan and Dr. Madden are currently engaging with members of the Transgender community and simulation experts in order to develop simulation scenarios that can be used to better prepare doctors to support, engage and communicate sensitively with patients who are Transgender. We have completed recruitment for the Transgender side of the project, but are currently recruiting individuals from ethnically diverse backgrounds to provide their input in devising suitable scenarios.

5. Disability & Neurodiversity

I am Number 17

Over the summer, CMNHS held a rare disease awareness campaign: [I am number 17](#) led by Dr. Kasia Whysall and Niamh Connolly. The images of the 17 change-makers were open to view from the 8th –10th August in the Orbsen building foyer, open to the public. We also held a lunchtime event on the 23rd July, 13:00 -14.00pm, attended by our staff and students, general public, HSE, Rare Ireland and CDNT and patient representatives.

University of Galway EDI VP opened the event highlighting the need for celebrating all abilities. President Ciarán Ó hÓgartaigh reflected in inclusion and value-led strategy of the University. Aoife Callan, Takeda, emphasised the commitment of the pharma industry in supporting those with rare conditions. Sarah Mullahy, Medicine student, Anne Micks, chair of Irish EDH and HDS and Rare Ireland member, and Kasia Whysall, VD EDI in CMNHS, talked about challenges and hopes for those affected by rare conditions. I am Number 17 is a campaign to raise the voices of those living with a rare disease with the goal to increase the understanding of what it is like to live with a rare disease and show that rare isn't always that rare:

Statistically speaking, I'm in the school run every morning; I'm in the queue waiting to grab a coffee; I'm out keeping active on a Thursday. Who I am? I am the 1 in 17 people in Ireland affected by a rare disease at some point in their lives. I could be on my way to yet another hospital appointment or just back from a training session. I could be the parent of a child with a rare disease, learning to navigate the complexities of my child's condition. Or I've just become a qualified nail technician, despite being ill and in pain. "I'm just like you, but I might need extra help once in a while".

The feedback we received: "A family member has just been diagnosed with a rare disease so I was very interested"; "Exhibition is amazing. I would love to see it travel around the country, to schools, or other large community groups, to raise awareness. Congrats"; "Beautiful and sad and difficult" and "Photos were beautiful. The reality of the stories heart breaking".



6. Age-Friendly College

The College of Medicine, Nursing and Health Sciences (CMNHS) is committed to promoting inclusivity and diversity in all its endeavours. As part of this commitment, we value the contribution of older people to our research, teaching and outreach agendas. We recognise the World Health Organization's identification of ageing populations as a major area of focus. Therefore, we aim to provide the foundation and resources to enable people of all ages to actively participate in education, research and our community activities. We aim to treat everyone with respect, regardless of their age. We understand that older people bring a wealth of knowledge and experience that can benefit all areas of our work and activity. By engaging with older people, we gain insights into the unique challenges and opportunities facing this population, allowing us to develop more effective solutions that can improve the lives of all members of our community.

Age-Friendly Webpage

More information: www.universityofgalway.ie/agefriendlycollege/

Age-Friendly College Funding

CMNHS supported three projects between the three schools in our College in 2023/2024. The call for applications to the Age-Friendly College Funding had a huge response. Thanks to all the applicants. We were delighted to be able to fund a number of projects which have ignited new activities and consolidated areas of strengths around teaching, research or outreach associated with the [10 Age-Friendly Principles](#).

Cultivating Age-Friendly College

On 27th June 2024, we held the Cultivating an Age-Friendly College workshop highlighting the workshops for older adults over the last 12 months, very inspirational! Thank you to all the attendees and everyone who ran these workshops among the three schools, as well as guest speakers: Kieran Walsh, Trish Finnegan and Ciaran Gilligan (Alone)!



Age-Friendly College - Intergenerational Quiz A Meeting of Minds!

Two Intergenerational Table Quiz nights were organised by CMNHS EDI led by Michelle Canavan, Duygu Sezgin, Ciara O'Meara to bring together the older members of the Galway community and our students and representatives from charities such as ALONE and CROI. It was an evening full of fun and laughter. Bernie, one of our guests got in touch after the event "Just wanted to say thank you we had a lovely time and quite a few laughs. Wishing all the students the best of luck with the exams."



Age-Friendly College – intergenerational learning

An intergenerational project was developed as part of a service-learning module for third-year occupational therapy students at University of Galway under supervision of Dr Sinead Hynes and Dr Hazel Killeen. The project was funded by CMNHS EDI, University of Galway. The aim was to co-design older adult workshops with 30 third year occupational therapy students and older adult advisors from seven distinctive areas of Galway city. The workshops aimed to offer an on-campus, age-friendly, intergenerational learning experience. The development of the workshops also followed the AFU principles through the involvement of students, the university's retired community and the external older adult community (Hughes, Murphy & O'Kelly, 2022). Older adults were eligible to take part if they were over 65 years of age or identified as an older adult and lived in Galway city. The workshops were delivered over three consecutive weeks. Each workshop was four hours in duration, and they were held in lecture halls throughout the University campus. The capacity of the workshops was limited to 60 participants with an average of 20 participants attending each workshop strand.

The three strands were in the areas of:

- Nutrition, wellbeing and cognitive health
- Galway local history, archaeological history, astronomy
- Photography, storytelling and creative writing.

It involved the creation of an "intergenerational learning and sharing experience". Workshops co-designed by older adults and occupational therapy students and specific to the needs of older adults took place in January and February 2024. The workshops were a great success with very positive feedback received from students and the older adults who attended.

“The students were wonderful, and I felt included, heard and an important part of the workshop.” “very impressed with the enthusiasm of the students. Their interest in listening to older adults. They are a credit to their university.”

The results of this work have been published in the Age-Friendly Ireland Newsletter in March 2024 and submitted for publication in the Irish Journal of Higher Education.

Workshop Strand Title	Topics covered in each workshop
Let's Get Creative	Week 1: Photography Week 2: Storytelling Week 3: Creative Writing
Our World and Beyond	Week 1: Local History Week 2: Archaeology Week 3: Astronomy
Healthy Body, Healthy Mind	Week 1: Falls Prevention & Exercise Week 2: Nutrition, Wellbeing & Cognitive Health Week 3: Cooking & Kitchen Safety



Caifé Corcra: Intergenerational Lessons from a Student-Run Memory Café”

With the support of the CMNHS Age-Friendly Funding call, members of the School of Medicine (Maria Costello) and School of Health Sciences (Mary Rose Mulry, Laura Loftus) came together to pilot the Caifé Corcra. This pilot initiative was a student-led memory café to support older adults affected by memory loss and their caregivers living in the community surrounding the university of Galway. This funding enabled students to be trained in cognitive stimulation therapy (CST) and allowed them to develop a six-week programme of themed activities aiming to provide stimulation for thinking, concentration and memory. Carers were encouraged to attend for informative talks and peer support. This funding also supplied materials for cognitive stimulation therapy, environmental furnishings to create a café like environment and food and beverages.

This café took place within Aras Moyola on Tuesday evenings across February and March 2024. Feedback from the project was positive from both attendees and students alike. This initiative filled a gap for carer support networking and this was an unexpected benefit of the project.

This pilot project was successful in meeting several of the age- friendly university principles. It allowed for engagement of older adults with our students providing with real life immersive learning on dementia. This initiative inherently promoted intergenerational interaction, as students and older adults shared knowledge, stories, and skills, fostering mutual learning and understanding. This is an opportunity further integrate the university with our older adults, and allow them to facilitate novel learning opportunities for our future healthcare workforce. Additionally, this environment can be a source of qualitative data and provide insights for university research on aging, memory, and cognitive health, thereby informing and shaping research agendas.

Feedback from attendees



Feedback from student participants



Living Well

We hosted people with chronic conditions at NU3103 Living Well module who shared their lived experience with our students. This was a great learning experience for our students. Following these guest visits, five 3rd year undergraduate Nursing students visited two local nursing homes to interact with the residents and do craft activities with them. This provided an exchange of knowledge and experience between undergraduate students and the members of their local community such as people living with chronic conditions and older adults in care settings.

Dementia Inequalities Game

A "Dementia Inequalities Game" consultation event took place in Loughrea with older adults with dementia and health and social care professionals. Another consultation event for the adaptation of this game to the Irish context was held during the CMNHS Cultivating Age-Friendly College event. This game is now being adapted, led by Dr. Dyugu Szegzin, to the Irish context by continued work to improve the design and adapt the game cards' content to Irish healthcare services. Following the pilot sessions this Autumn, the game will be translated into Irish language and piloted in nursing homes in Carna, Co Galway.



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