



RCSI

RACE EQUALITY ACTION PLAN 2021 - 2024

DEVELOPED BY THE
RACE EQUALITY FORUM & EQUALITY,
DIVERSITY, AND INCLUSION UNIT



RCSI RACE EQUALITY STATEMENT

“In the pursuit of our mission to ‘educate, nurture and discover for the benefit of human health’, RCSI is committed to equitable treatment of all, regardless of race or ethnicity. We acknowledge that racism, systemic inequality, and discrimination exists in our society. We reject racial discrimination in all its forms as wrong and fundamentally inconsistent with our mission and values.

Ensuring race equality and addressing discrimination at all levels is a key priority for RCSI. Through the Race Equality Forum, we commit to work collaboratively with RCSI students, staff, trainees and the wider community to create an inclusive environment where we can all reach our full potential, and where every voice is heard, celebrated, and respected”.

FOREWORD

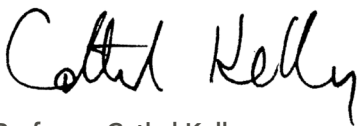
It gives us great pleasure to announce RCSI's first Race Equality Action Plan (REAP). The development of this action plan marks our commitment to advancing race equality for our staff, students and the wider community. RCSI is an international institution, known for our diverse student body, and this action plan will help to ensure that dignity and respect is embedded in our learning and working environments.

Our people are our strength, and our students are the leaders of tomorrow. This places responsibility on our institution to lead by example and ensure that the future medical and health-science professionals understand and practice race equality. We must also ensure that everyone, regardless of their race or ethnicity, can reach their full potential at RCSI. As noted in our new Race Equality Statement, RCSI rejects racial discrimination in all its forms as wrong and fundamentally inconsistent with our mission. We commit to investing in and improving our education programmes to equip students and staff to be the best healthcare professionals they can be in an ethnically diverse world.

We are proud to be the first University in Ireland to launch an action plan focused on advancing race equality. The work of our Race Equality Forum has been instrumental in shaping and developing this ambitious plan. This plan will continue to evolve in response to the ever changing context of race equality. We are encouraged to have the support and institutional commitment from RCSI's Council.

RCSI staff and students have been developing initiatives to tackle race inequality for years, but the launch of this action plan calls on each of us to take action now to support its implementation and advancement. The action plan provides an opportunity to take meaningful steps to affect change, take personal responsibility, and measure the impact of these change initiatives.

We would like to thank the efforts and commitment by members of the Race Equality Forum in developing this action plan, and the leadership shown by Ms Abi Kelly as our Race Equality Senior Management Team Champion, and Co-Chairs Mr Emeka Okereke and Dr Avril Hutch. We look forward to continuing working together to eradicate racism, systemic inequality and discrimination.



Professor Cathal Kelly
Vice Chancellor & CEO/Registrar of RCSI



Professor P. Ronan O'Connell
RCSI President



Mr Emeka Okereke
Manager, Quality & Regulatory Affairs,
Chairperson of the Race Equality Forum

INTRODUCTION BY THE CHAIRPERSON

In January 2021, the RCSI Race Equality Forum was convened as part of RCSI's commitment to advance race equality for staff and students within the University. This action was underpinned by our institutional commitment to EDI, which is a pillar of our RCSI Strategic Plan 2018 – 2022 and allows us to embed Race Equality across everything we do.

The Forum was tasked with developing RCSI's first three-year Race Equality Action Plan. During the initial months of the year, a consultation process was undertaken to ensure that staff and student experiences were central to the process. Feedback from the consultation process informed the development of this dedicated Race Equality Action Plan, which sets out the immediate steps RCSI will take to ensure effective and positive advancement of Race Equality at an institutional level, for the benefit of staff, students, and the wider University stakeholder groups.

The Race Equality Forum is comprised of a multidisciplinary and diverse group of students and staff, with the support and sponsorship of RCSI Senior Management Team. This cohesive and inclusive Forum truly represents the strength in our diversity and ensures that every voice is heard and listened to. We recognise the importance of external expertise and are joined by valued external advisors, including Pavee Point Traveller & Roma Centre, and Race Equality Charter Award Holders in the UK.

THIS RACE EQUALITY ACTION PLAN PROVIDES AN OPPORTUNITY TO TAKE MEANINGFUL STEPS TO AFFECT CHANGE AND TO MEASURE THE IMPACT AND EFFECTIVENESS OF THE CHANGE INITIATIVES. ADOPTING AN INTERSECTIONAL APPROACH WAS A FUNDAMENTAL ASPECT TO THIS WORK, AS WITH ALL EQUALITY, DIVERSITY AND INCLUSION WORK UNDERTAKEN AT RCSI.

Thank you to the Race Equality Forum members, and all staff and students who have contributed to the development of this Race Equality Action Plan.

RACE EQUALITY FORUM MEMBERS

Abi Kelly Senior Management Team
Emeka Okereke Department of Surgical Affairs
Dr Sherly George School Nursing & Midwifery
Liz Hughes EDI Unit
Prof Jan Illing/Dr Caroline Delany Health Professions Education Centre
Dr Martina Crehan THEP Curriculum Review
Dr Caroline Kelleher Dept of Psychology
Comfort Chima School of Nursing & Midwifery
Dr Aisling O'Neill Dept of Psychology/Post Doc
Dr Marian Brennan Deputy Director, GEM Programme
Collette Power/ Bryan Shiels Estates
Corriena Brien Student Services
Noel O'Callaghan CoMPPAS
Pat Barry IT
Paul Murphy Library
Judy Walsh/Kim Shanahan/Cathy Buffini Human Resources
Oluchi Porter EDI Unit
Justin Murphy EDI Unit
Kate O'Sullivan Communications
Prof Annette Byrne Physiology & Medical Physics
Dr Sumi Dunne Dept of General Practice
Cristina Ruedell Reschke School of Pharmacy and Biomolecular Sciences
Prof Dermot Cox School of Pharmacy and Biomolecular Sciences
Jackie Knowles Student Services
Julia Morrow EDI Unit
Adam Altaie Postgraduate
Raya Husami GEM
Naeha Lakshmanan GEM
Sonia Rawat GEM
Amir Bachari GEM
Kathryn Haley GEM
Oluwarotimi Vaughan-Ogunlusi GEM
Atheer Abdelhafiz GEM
Sarah Colbert Kaip GEM
Dr Therese Lynn GEM
Kathryn Wiesendanger GEM
Cathal O'Tuille GEM
Benedict Green GEM
Charlotte Fagar GEM
Delfina Mancebo Guinea Arquez GEM
Natalie Mack GEM
HuiYi Chong DEM
Kanyisola Netufi DEM
Cherie Sackey DEM
Bisrat Girma Behanu DEM
Cecelia Hartsell Faculty of Radiologists
Fatma Taqi Students Union
Jyoti Dhawan Students Union
Rami Rassam Students Union
External Advisor Lynsey Kavanagh Pavee Point



BACKGROUND

The summer of 2020 brought about a worldwide resurgence of a movement against racism. Faced with the realities experienced by minoritised ethnic communities around the world, individuals and institutions have been called to action to combat systemic racism. Working to ensure race equality and to address discrimination, including micro-aggressions, is a key priority for RCSI.

RCSI STAFF PARTICIPATED IN THE HEA'S RESEARCH ON RACE EQUALITY IN THE HIGHER EDUCATION SECTOR. THIS WAS THE FIRST REPORT OF ITS KIND AND HIGHLIGHTED KEY ISSUES INCLUDING HIGH LEVELS OF DISCRIMINATION WITNESSED AND REPORTED, THE PAY GAP FOR MINORITY ETHNIC GROUPS, PARTICULARLY IN HIGHER PAY CATEGORIES AND THE MORE PRECARIOUS WORKING ARRANGEMENTS FOR MINORITY ETHNIC GROUPS. ONE OF THE MAIN FINDINGS WAS A GENERAL AGREEMENT "RACE INEQUALITY EXISTS IN IRISH HIGHER EDUCATION". RCSI LOOKS FORWARD TO ADDRESSING THESE AND INDEED RACE INEQUALITY IN GENERAL.¹

There are many existing initiatives at RCSI including

- ~ **Anti-Racism Reading Group** pilot programme for Graduate Entry Medicine (GEM) students;
- ~ **REPRESENT**, a project which seeks to increase representation of dermatological presentations on dark skin tones in the medical curriculum;
- ~ **Transformative Learning Experience** (TLE) project aimed at incorporating EDI among clinical case-based teaching content.
- ~ **Facilitated Anti-Racism Training** for staff and students
- ~ Online '**Lets Talk About Race**' training.
- ~ **Speak Out tool**: RCSI is proud to be one of 18 higher education Institutes across Ireland supporting Speak Out, an online anonymous reporting tool to disclose incidents of bullying, discrimination, harassment or assault of any kind.
- ~ **Staff ethnicity data collection**

¹Higher Education Authority (2021) *Race Equality in Higher Education Sector*, written by Dr Marta Kempny, and Dr Lucy Michaels.

METHODOLOGY

The RCSI Race Equality Action Plan was developed through a consultative process with staff and student members of the Race Equality Forum. This forum is comprised of volunteer members who are committed to promoting progress and good practice in relation to Race Equality at RCSI.

Members were divided into seven different workstreams, each driving a specific key objective area, while working together to develop an evidence-based action plan relevant to the RCSI context. During the development phase, the Forum and individual workstreams met at least twice to create a comprehensive and considerate action plan (18 consultation sessions in total).

WORKSTREAMS

1. FOUNDATION

As a priority issue, we aim to publicly commit to tackling racial harassment, inequality, and discrimination. This commitment provides the foundation for a campus-wide culture in which all members of the University community can participate and fulfil their potential regardless of ethnicity or race.

2. DATA

We commit to collect data through annual consultation with staff and students and share regularly with senior management and governing bodies, and review data collection processes for staff, students, and alumni. Data collection is essential for monitoring progress on race equality by examining the representation, inclusion, and opportunities available to all staff.

3. POLICIES AND PROCEDURES

We commit to review current policies and procedures and develop new institution-wide strategies for tackling racial harassment, inequality & discrimination. Strengthening policies and procedures ensure best practice and supports the mainstreaming of race equality throughout the institution.

4. AWARENESS RAISING AND TRAINING

We commit to improve awareness and understanding of racism and microaggressions among all staff and students, including through anti-racism training. Ensuring that the University community can reflect upon and understand race equality is essential in order to contribute to organisational and individual success.

5. EDUCATION AND RESEARCH

We commit to improving our education programmes, including curriculum, teaching and research, so that our students and staff are prepared as healthcare leaders in a racially/ethnically diverse world.

6. REPORT AND SUPPORT

We commit to develop and introduce reporting systems for incidents of racial harassment and engage with/support students and staff with lived experience of racial discrimination and harassment. A safe, confidential, and accessible system for reporting, with support services is essential.

7. PEOPLE

We commit to diversify the RCSI community and take direct action to attract and promote diverse talent in terms of faculty, staff, students, and alumni. Targeted action maximises the opportunity and ability of all within the University community to reach their potential.

RACE EQUALITY ACTION PLAN 2021 - 2024

Developed by the Race Equality Forum & Equality, Diversity, and Inclusion Unit

WORKSTREAM FOUNDATION

YEAR	NO.	RESPONSIBILITY	ACTION	MEASURE OF SUCCESS
1	1.1	SMT Sponsor; Governance Workstream	Engage with the SMT lead and relevant stakeholders within SMT to develop and publish a Race Equality Statement for RCSI. Publicise the Race Equality Statement throughout the college through audio visual material.	A culture of race equality in the RCSI community is embedded through the Race Equality Statement.
	1.2	Co-Chairs; SMT Sponsor	Ensure that the objectives of the REF are captured within the EDI Pillar of the forthcoming RCSI Strategic Plan (2023).	KPI's specific to race equality and combatting racial harassment, inequality and discrimination, including micro-aggressions are included in the RCSI Strategic Plan 2023-2026.
2	1.3	Head of EDI	Liaise with the EDI Unit to explore opportunities to provide input to national strategies (HEA, Irish Aid etc.) and action plans in the areas of race and equality.	RCSI engages with key stakeholders to share lessons learned and influence National Race Equality Strategies.
3	1.4	REF Co-Chairs; REF Secretary; Governance Workstream	Carry out a benchmarking exercise within Ireland and overseas to identify best-practice and critical success factors for REFs in similar institutions.	Race equality at RCSI is benchmarked against national/international HEI's.
	1.5	SMT; Governance Workstream	Engage with SMT to develop a mentorship programme aimed at supporting ethnic minorities aspiring for leadership and senior management roles within the college. This will ensure improved representation of ethnic minorities in leadership roles, management, and key committees within the College.	Increase representation of ethnic minority staff members in leadership and senior management roles within the University. All decision making bodies/committees include a positive action measure to ensure representation of staff from ethnic minority background.

WORKSTREAM DATA

YEAR	NO.	RESPONSIBILITY	ACTION	MEASURE OF SUCCESS
1	2.2	QEO; Data Workstream; HR; SARA	Agree on the list of categories for self-identification and ensure they are aligned with CSO/HEA/HR.	Universal list of ethnic group categories agreed and aligned with HEA reporting.
	2.3	Athena SWAN Ireland; QEO; Data Workstream	Determine terminology around race equality and categorisation (in line with HEA intersectionality working group reference tool), ensure this is explained at the start of surveys, and the importance of ethnicity data collection is promoted among staff and students [to link with Objective 4.1].	Bespoke RCSI Race Equality lexicon developed and published on staff and student platforms.
	2.4	EDI Unit; QEO	To augment the current EDI survey to include specific question set to collect data on staff and student experiences in relation to race equality and track with the 'Speak Out' Tool.	Specific race equality metrics (qualitative and quantitative) recorded and reported annually in EDI survey feedback and EDI annual report.
2	2.4	QEO; Data Workstream; HR; Student Admissions	Ensure ethnicity data are collected for staff and students at entry, and investigate the best mechanism for collecting ethnicity data for students.	Specific ethnic identity data in line with HEA recommended categorisation recorded from incoming students and prospective staff and reported annually in EDI Annual Report (internal) and HEA returns (external).
	2.5	EDI Unit; Data Workstream	Undertake annual review of race equality data to assess impact and track progress of Race Equality Forum action plans.	EDI Dashboard includes race equality metrics to assess impact and track progress of Race Equality Forum actions.

WORKSTREAM POLICY & PRACTICE

YEAR	NO.	RESPONSIBILITY	ACTION	MEASURE OF SUCCESS
1	3.1	RCSI Policy Review Group; EDI Unit; Policy Workstream	Audit existing policies and strengthen race equality elements.	All RCSI Policies reviewed and strengthened in terms of race equality, reviewed and updated annually.
	3.2	RCSI Policy Review Group; Policy Workstream; EDI Unit; Communications	Create a repository, and 'plain English' guide of all existing staff and students policies, which make specific reference to race equality and annually/biannually review same in line with RCSI policy review mechanisms.	Repository of all staff and student policies available on Moodle (reviewed annually), and 'plain English' guide to race equality at RCSI developed and published (reviewed biannually).
	3.3	Communications; EDI; HR; The Law Society Ireland; Policy Workstream; SARA	Ensure online race based discrimination and harassment is included in the RCSI social media policy.	RCSI social media policy revised to include clauses specific to race equality and hate speech.
2	3.4	SMT; EDI Unit; HR; SARA; INAR; IHREC; The Law Society of Ireland	Develop a race equality policy for RCSI community.	RCSI has a dedicated race equality policy to tackle racial discrimination, harassment and hate speech (to include members of the Traveller and Roma communities) and enhancing racial equality at the University.

WORKSTREAM AWARENESS RAISING AND TRAINING

YEAR	NO.	RESPONSIBILITY	ACTION	MEASURE OF SUCCESS
1	4.1	EDI Unit; AR&T Workstream	Deliver three campaigns (one per year) on understanding race equality to the RCSI Community.	Three campaigns on understanding race equality delivered over three years to enable staff and students to challenge racism and discrimination.
	4.2	AR&T Workstream; Design; EDI Unit	Develop the official branding for the Race Equality Forum in collaboration with RCSI Design Team.	Specific branding is created for the Race Equality Forum.
	4.3	AR&T Workstream; Communications; EDI Unit	Leverage and collaborate with existing events and resources to ensure that racial equality is embedded throughout.	Race equality and intersectionality are embedded across RCSI events and resources for staff and students.
	4.4	EDI Unit; AR&T Workstream; L&D	Develop a race equality training package for staff and students.	Race Equality 101 (online 45 minute training) and classroom based blended learning module is made available for staff and students throughout the year.
3	4.5	EDI Unit; AR&T Workstream; Communications	Organise one landmark event that showcases RCSI's commitment to race equality.	One landmark event on race equality delivered between 2022 and 2024.
	4.6	SMT; EDI Unit; AR&T Workstream; Estates; IT	Create a safe physical and virtual dedicated space that celebrates racial equality, diversity and inclusion in RCSI.	A dedicated safe physical and virtual space that celebrates racial equality, diversity and inclusion is established in RCSI.

WORKSTREAM EDUCATION & RESEARCH

YEAR	NO.	RESPONSIBILITY	ACTION	MEASURE OF SUCCESS
2	5.1	HPEC; REF Education & Research Workstream	Undertake benchmarking exercise to identify best practice in making healthcare education inclusive and reflective of patient diversity.	Benchmarking exercise of international best practice in inclusive healthcare education completed.
	5.2	THEP; SU- Faculty in partnership with students	Formally incorporate content related to cases, images, diagnostics and risk factors with an anti-racism focus including spiral design through the years, with an aligned focus on learning and teaching modality.	Curriculum revised to include a diversity of cases, images, diagnostics and risk factors that embed race equality in learning and teaching.
	5.3	THEP; SU; External Expert; HPEC; EDI unit	Development and delivery of training content for students in a) the history of racism in healthcare medicine, b) implicit bias, c) communication skills, d) cultural humility and incorporate this into the curriculum.	Curriculum revised to include learning outcomes which embed race equality in learning and teaching.
	5.4	HPEC	Assessment of student experience and training needs in the clinical environment to identify gaps in training and development.	Three topics for race equality based training and development identified in clinical environment.
3	5.5	REF Education & Research Workstream; EDI Unit	Carry out an assessment of the impact of education and curriculum actions and publishing outcomes.	Annual assessment undertaken and published to track the impact of incorporating race equality in education and curriculum delivery on publishing outcomes.

WORKSTREAM REPORT & SUPPORT

YEAR	NO.	RESPONSIBILITY	ACTION	MEASURE OF SUCCESS
1	6.1	Report & Support Workstream; Communications; IT; HR; EDI Unit; Design; SARA	RCSI engages with National Speak Out Working group to develop anonymous reporting platform. Develop an RCSI specific "Speak Out Tool" guide that details the full process involved for those looking to report and support, and create an easy to access "Report and Support button on Moodle"	A "Speak Out" Platform in lauched, a guide is developed for staff and students to facilitate reporting of bullying, harrasment and discrimination, including racist discrimination. A "Report and Support" button on Moodle is developed to support students and staff to report bullying, discrimination and harassment, and access supports.
	6.2	EDI Unit; IT; HR; SARA	RCSI develops case log of formal and informal reports of racial discrimination and harassment experienced by RCSI staff and students.	RCSI statistics related to formal and informal reports of racial discrimination and harassment experienced by RCSI staff and students are published annually in EDI Annual Report.
2	6.3	L&D, EDI Unit; External Provider	Ensure a) front facing staff and Student Union members receive disclosure training to respond appropriately to student who have experienced racial discrimination and harassment, b) HR staff complete disclosure training to supporting staff who have experienced racial discrimination and harassment.	Mandatory online disclosure training provided to all front facing staff, new starters, and student union members. Classroom based disclosure training provided to CoMPPAS and HR staff.
	6.4	CoMPASS	Review the diversity of the student counselling panel to ensure those reporting race-based discrimination are effectively supported.	Positive action measures included in contact based service delivery to ensure diversity of counselling panel.

RACE EQUALITY ACTION PLAN 2021 - 2024

Developed by the Race Equality Forum & Equality, Diversity, and Inclusion Unit

WORKSTREAM PEOPLE

YEAR	NO.	RESPONSIBILITY	ACTION	MEASURE OF SUCCESS
1	7.1	HR; People Workstream; EDI Unit	Work with Core HR technical partners to scope the collection of ethnicity data at recruitment.	Data are collected to track ethnicity of applicants to RCSI and used to inform and embed race equality in the recruitment process.
	7.2	HR; People Workstream; Communications; Design; Website Working Group	a) Review existing careers site to ensure a diversity of imagery reflective of the candidates RCSI wishes to attract. b) Broaden recruitment channels by engaging with external partners with links to underrepresented populations.	Career site will display ethnically diverse imagery and track the numbers of racially and ethnically diverse applicant and successful recruits over time.
	7.3	HR; People Workstream; EDI Unit	Develop and rollout a Diversity Champion Programme for recruitment panels.	Diversity Champion Programme developed and Diversity Champion assigned to all interview panels to embed race equality in RCSI recruitment process.
	7.4	SARA; Communications; People Workstream	Review current bank of images for student admission promotions, campaigns.	Student Recruitment and Admission Policy updated to embed race equality in the recruitment process.
	7.5	SARA; People Workstream	Diversify student ambassadors represented at school fairs, open days, online sessions.	All student recruitment activities including open days, school fairs, online Q/A sessions will include a dedicated international student ambassador to ensure information and support are accessible to international students at entry points of the recruitment process.
2	7.6	SARA; People Workstream	Review pre-arrival activities for Canadian and Malaysian students and how we can broaden the scope of this programme to benefit more international students, introducing Buddy programmes to pair new students with current students, and reviewing new ideas (admissions, airport pick-ups) adopted due to COVID and how beneficial they were to new students.	Buddy programme and new pre-arrival sessions developed for new students to facilitate a positive transition experience for new international students.

RCSI University of Medicine and Health Sciences supports

SUSTAINABLE DEVELOPMENT GOALS

RCSI is committed to contributing to the United Nations Sustainable Development Goals

3 GOOD HEALTH AND WELL-BEING



10 REDUCED INEQUALITIES



UNIVERSITY
OF MEDICINE
AND HEALTH
SCIENCES

RCSI

Equality, Diversity & Inclusion Unit

RCSI University of Medicine and Health Sciences

Royal College of Surgeons in Ireland

Fourth Floor, 121 St Stephens Green. Dublin 2, D02 VN51 Ireland.

Tel +353 1 402 2704

Email equality@rcsi.ie

www.rcsi.com