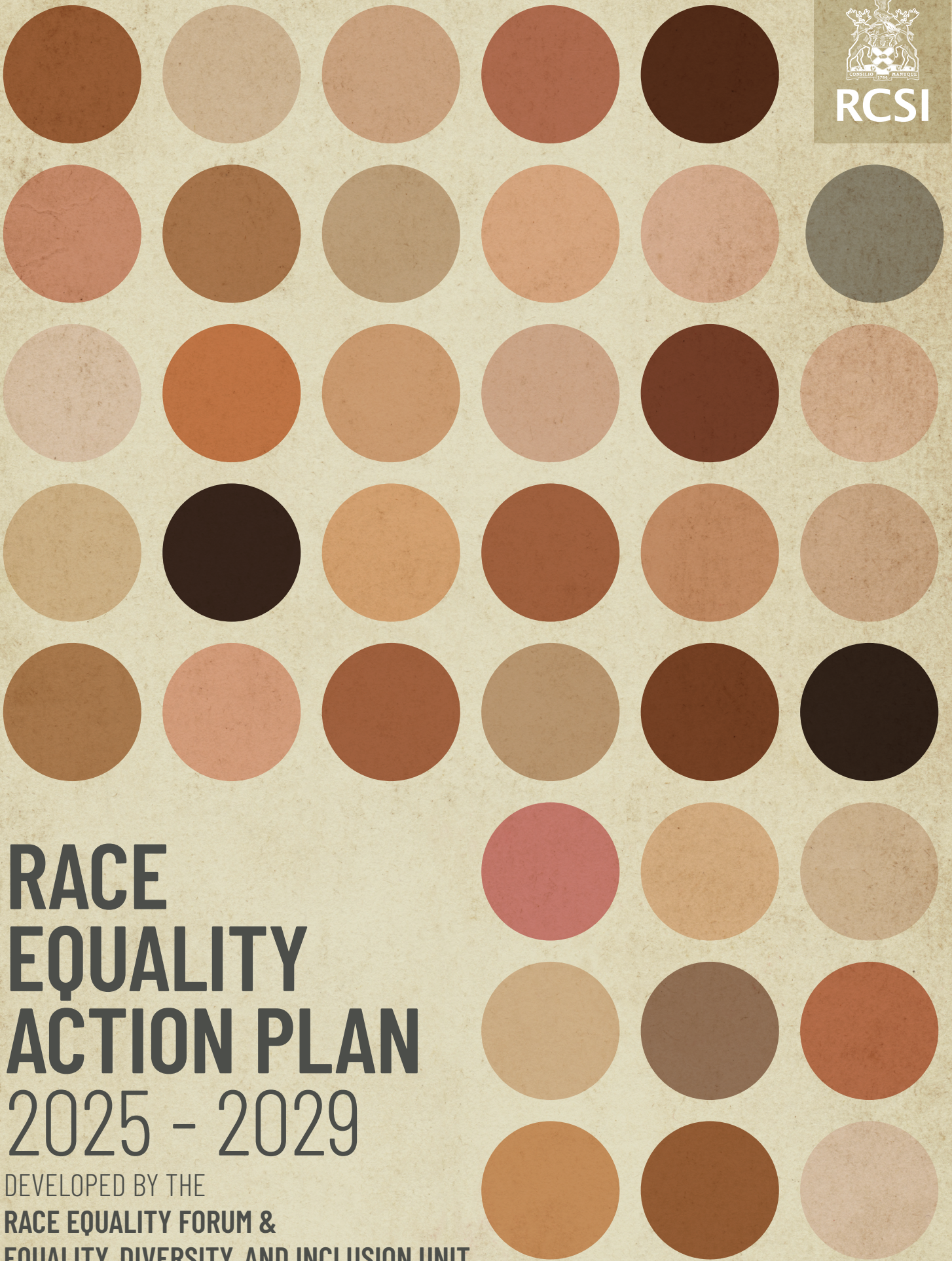




RCSI

# RACE EQUALITY ACTION PLAN 2025 - 2029

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**

In 2021, RCSI became the first university in Ireland to develop and launch a Race Equality Action Plan (REAP) and our ambition is to continue to demonstrate leadership in this area as we address and combat racism in all its forms.

As one of the most international health sciences universities in the world, we have both an obligation and ambition to ensure that RCSI is a learning and work environment where we welcome and celebrate our diverse community of students and staff. Our goal is to provide people from all backgrounds with a supportive infrastructure to enable them to achieve their full potential.

Over the last three years, the Race Equality Forum has led the implementation of the REAP and we are heartened that much progress has been made in delivering our ambition of being an actively anti-racist institution. We recognise that as our society becomes increasingly multicultural, our role is to nurture an environment where our staff are more reflective of wider society. We understand that greater ethnic diversity in leadership not only improves decision-making and representation, but also provides role models that inspire and empower.

Our hope is that, we continue to challenge and dismantle racism and systemic inequality in all its forms. As leaders in RCSI, we commit to prioritising and championing the work of the Race Equality Forum to achieve this ambitious, but necessary action plan. Building on our 2021 action plan, our new action plan will continue this work and will be our guiding template in embedding race equality and addressing discrimination in all its forms as wrong and fundamentally inconsistent with our mission and values. The work of the Race Equality Forum and this five-year plan will continue to evolve in response to the needs of the RCSI community.

We align with best practice as outlined in the Public Sector Duty: to eliminate discrimination, promote equality of opportunity and treatment for staff and persons to whom we provide services, and protect the human rights of staff and services users. We assess, address and report on all equality issues.

We would like to acknowledge the Higher Education Authority (HEA) for their ongoing support and leadership in championing anti-racism in Higher Education. We would also like to acknowledge the ongoing commitment by members of the Race Equality Forum in developing this action plan, and the leadership shown by Abi Kelly as our Race Equality Senior Management Team (SMT) Champion, and Co-Chairs Prof Gozie Offiah and Liz Hughes as well as Oluchi Porter who has played a key role in delivering this plan.



**Professor Cathal Kelly**

Vice Chancellor & CEO/Registrar of RCSI



**Professor Deborah McNamara**

RCSI President



**Prof Gozie Offiah** PhD, MD,  
MMedSC  
Associate Professor  
Director of Curriculum,  
School of Medicine  
Co-Chair of the Race Equality  
Forum

## INTRODUCTION BY THE CHAIRPERSON

At the beginning of 2024, we reflected on the deliverables and key outputs of REAP 2021-24. While much of what we set out to do has been achieved, the environment that we live, work and study in is increasingly polarised. Our efforts to address racism in all its forms must be sustained and fortified and our goal is to build on the strong foundations of our first action plan and commit to impactful change over the next five years.

As noted in our Foreword, the leadership structures of Council and SMT continue to direct and guide the work of the Race Equality Forum. Each one of us has a responsibility for contributing to, and creating a positive, safe and inclusive culture in RCSI and our ongoing commitment to achieving race equality is an important part of this.

We will continue to invest in our data infrastructure to inform and influence evidence-based decisions while enabling us to report more meaningfully on progress across all equality grounds. When inappropriate behaviour happens, it is addressed through our comprehensive policies and reporting structures, both formally and informally. We maintain our focus on investing and innovating our curricula, to prepare the next generation of healthcare professionals to care for diverse, global populations. We actively support opportunities to share this commitment by providing a platform to discuss progress including the International Education Forum and the recent EDI in Healthcare conference. We provide ongoing training and development to support all our stakeholders in embedding a culture of race equality in RCSI. We celebrate the international background of our students and aspire for our staff to reflect our increasingly diverse and multicultural society.

**OUR GOAL IN THE NEXT ITERATION OF OUR RACE EQUALITY WORK IS TO BUILD ON THE STRONG FOUNDATIONS DEVELOPED OVER MANY YEARS AND FORMALISED IN OUR FIRST RACE EQUALITY ACTION PLAN. WE ENCOURAGE ALL MEMBERS OF THE RCSI COMMUNITY TO BE AN ADVOCATE FOR RACE EQUALITY, BY BECOMING A MEMBER OF OUR FORUM, PARTICIPATING IN EVENTS AND TRAINING, BECOMING A MENTOR OR SPONSOR, OR BY BEING AN ACTIVE BYSTANDER AND RECOGNISING AND ADDRESSING RACISM.**

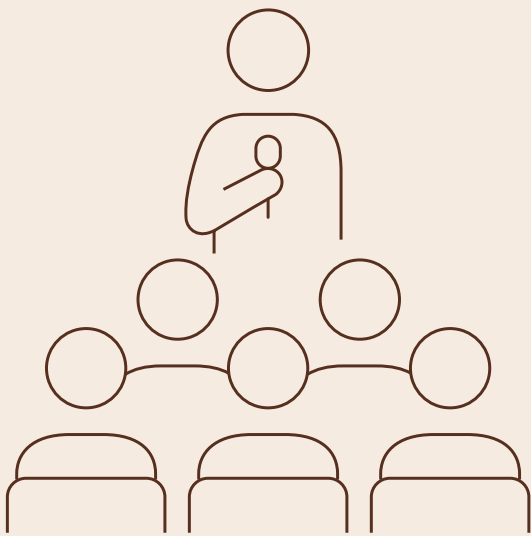
**EACH ONE OF US CAN MAKE A DIFFERENCE.**

**Prof Gozie Offiah**

Co-Chair of the Race Equality Forum

## ACHIEVEMENTS IN RACE EQUALITY AT RCSI

Since RCSI launched our first Race Equality Action Plan in 2021 we have made significant strides in promoting race equality and supporting national race equality strategies. Here are some of the key achievements and initiatives:



### Collaborative Efforts – EDUCATION AND RESEARCH WORKSTREAM

RCSI has fostered a collaborative environment where both students and staff actively participate in race equality initiatives. Notable collaborations include:

- **Anti-Racism Reading Group:** A platform for discussing literature on race and equality.
- **Surgical Hijab:** An initiative to accommodate diverse cultural practices in surgical settings.
- **StEP Project REAP 2:** A student partnership project, aimed at enhancing the student voice in RCSI's work on race equality in education and practice.

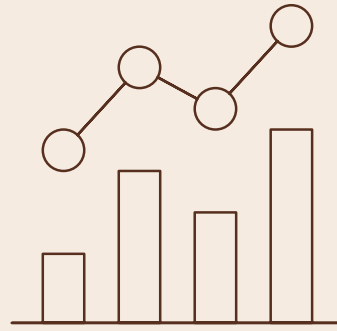
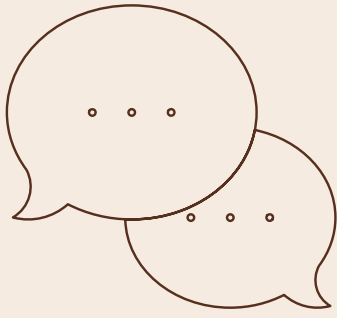
### Adoption of HEA Anti-Racism Principles – LEADERSHIP, STRATEGY AND CULTURE WORKSTREAM

In July 2023, RCSI's commitment to anti-racism was solidified when Vice Chancellor and CEO, Prof Cathal Kelly and President Prof Laura Viani signed the HEA Anti-Racism principles. This marked a pivotal step in aligning RCSI with national efforts to combat racism.



### Curriculum Diversification – EDUCATION AND RESEARCH WORKSTREAM

Efforts to diversify the curriculum are ongoing, ensuring that a variety of cases, images, diagnostics, and risk factors are included to embed race equality in learning and teaching.

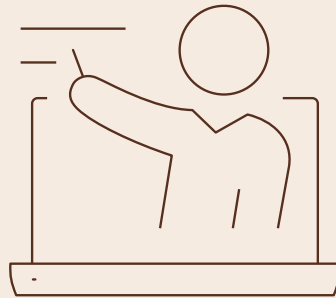


## Policy Revisions – **POLICY, REPORT AND SUPPORT WORKSTREAM**

RCSI's social media policy has been revised to include specific clauses addressing race equality and hate speech, ensuring a safer and more inclusive online environment. All other relevant policies have been reviewed and enhanced.

**Speak Out Tool:** The HEA's anonymous reporting tool has been successfully launched, along with a new Moodle resource to support students in reporting bullying, discrimination, and harassment.

## Training and Resources – **AWARENESS RAISING AND TRAINING WORKSTREAM**



RCSI has developed comprehensive training and resources to support race equality:

- **Mandatory EDI Training (staff):** Anti-racism content is embedded in mandatory Equality, Diversity, and Inclusion (EDI) training.
- **Let's Talk About Race in Higher Education:** An online 45-minute training module, along with a classroom-based blended learning module, is available for staff and students throughout the year. 273 staff and 60 students have received standalone training.
- **REAP Anniversary Event:** A public event celebrating staff and student race equality initiatives.

## Data-Driven Approach – **DATA/PEOPLE WORKSTREAMS**

RCSI places a strong emphasis on data collection and analysis to inform our race equality initiatives and strategy:

- **Ethnicity Data Collection:** 93% of staff have shared their ethnicity data, and a project to collect student ethnicity data has commenced.
- **Recruitment Process:** Data on the ethnicity of applicants is collected to ensure race equality is embedded in recruitment practices. Positive action statement included in job descriptions; interview panel training.
- **Annual Reporting:** Specific race equality metrics, both qualitative and quantitative, have been recorded and reported annually through EDI survey feedback and EDI Reports.

## Conferences and Forums – **LEADERSHIP, STRATEGY AND CULTURE WORKSTREAM**

RCSI actively participates in and hosts events to promote race equality:

- **International Education Forum: Race Equality Spotlight 2023**
- **HEA Race Equality Conference 2023**
- **Equitas Conference 2024**
- **EDI in Healthcare Conference 2024**

# RACE EQUALITY ACTION PLAN 2025 - 2029

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

## RACE EQUALITY FORUM MEMBERS

Abi Kelly  
Addon TeyeBotchway  
Aglecia Budri  
Aisha Betro  
Ananth Kolli  
Arjun Chehil  
Catriona Campbell  
Christina Adesanya  
Cathy Buffini  
Christopher Torrens  
Claire Mulhall  
Collette Power  
Comfort Chima  
Cristina Ruedell Reschke  
Caroline Kelleher  
Gozie Offiah  
Eimear McDonnell  
Emily Mannion  
Emma Daly  
Grainne Corcoran  
Jan Illing  
Jenny Duffy  
Jessica Handy  
Joan Ní Gabhann-Dromgoole  
Julia Morrow  
Kim Shanahan

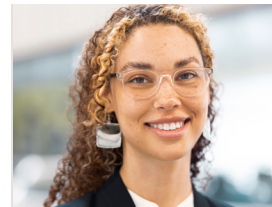




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**Kenny Franks**  
**Lesley Purtell**  
**Liz Hughes**  
**Mark O’Dea**  
**Marian Brennan**  
**Minatoullah Habaka**  
**Muhammad Waleed Baig**  
**Niamh Mullen**  
**Noel O’ Callaghan**  
**Oluchi Porter**  
**Pedro Nascimento**  
**Rachel Broe**  
**Rami Rassam**  
**Raya Husami**  
**Rebecca Lam**  
**Rebecca O’Brien**  
**Santpreet Takhar**  
**Savannah Elias**  
**Shannon Kalsi**  
**Sharaf ElKhatib**  
**Sinead Dunwoody**  
**Siobha Murphy**  
**Temitayo Olabamiji**  
**Tevin Farid**  
**Thomas Connolly**  
**Timeyin Boyo**



## CONTEXT – HEA ANTI-RACISM PRINCIPLES

The Higher Education Authority (HEA) launched a series of race equality principles for Irish Higher Education Institutions in March 2023. These principles align and strengthen the recommendations in the original Race Equality Report, which called on leaders within the Higher Education Sector to foster a positive and respectful culture of race equality within each of their institutions. In developing the next iteration of RCSI's Race Equality Action Plan, we have been informed and guided by these principles to support our ambition to be actively anti-racist in all that we do.

**Our goal as leaders is to regularly review and remind ourselves of these foundational principles which include:**

1. We will embed a commitment to race equality as part of our institutional culture and strategic priorities.
2. We will highlight the structural, institutional, and historical dimensions of racism which have informed past and current practice in HEIs and the societies in which they are situated.
3. We will educate our staff and students in relation to the structural, institutional, and historical dimensions of racism, as well as the more commonly recognised individual racism seen in acts of discrimination and abuse.
4. We will encourage an open dialogue on advancing Race Equality.
5. We will adopt an intersectional and intercultural approach when developing anti-racism actions and policies.
6. We will address questions of race equality within the strategic plans of our institutions.
7. We will record student and staff data disaggregated by ethnicity to inform our anti-racism policies and actions, and to monitor retention and career outcomes for students and staff from minority ethnic groups including Travellers.
8. We will continue to ensure a fair and transparent recruitment process for all staff, regardless of ethnicity.
9. We will address race equality issues in relation to progression and retention of students and staff from minority ethnic groups including Travellers.

## **LEGISLATIVE CONTEXT**

Equality is enshrined in the Irish Constitution and there is comprehensive legislation and structures in place to address discrimination. As a HEI, we are guided by Irish and EU legislation to champion equality, diversity and inclusion. Within these frameworks, RCSI has a statutory responsibility to address racism in all its guises.

- ~ The Equal Status Acts 2000–2018 prohibit discrimination in the provision of goods and services, accommodation and education on the nine grounds of gender, marital status, family status, age, disability, sexual orientation, race, religion, and membership of the Traveller Community.
- ~ The Employment Equality Acts 1998–2015 outlaw discrimination in a wide range of employment and employment-related areas relating to the above nine grounds. These include recruitment and promotion; equal pay; working conditions; training or experience; dismissal and harassment including sexual harassment.
- ~ Code of Practice on Sexual Harassment and Harassment at Work 2022. The code was updated in 2022 to promote the development and implementation of policies and procedures which establish working environments free of sexual harassment and harassment and in which the dignity of everyone is respected. The provisions of the code are admissible in evidence and if relevant may be taken into account in any criminal or other proceedings before a court.
- ~ Section 42 of the IHREC Act 2014 has established a positive duty on public sector bodies to eliminate discrimination, promote equality of opportunity and protect human rights .
- ~ Criminal Justice (Hate Offences) Act 2024 this legislation will protect people who are targeted because of who they are, it is primarily designed to protect people against hate crimes — where they are aggravated by hatred of a protected characteristic including race, colour, nationality or ethnic or national origins.

## **METHODOLOGY**

A comprehensive review and inclusive consultation process was conducted throughout 2024 to develop the new Race Equality Action Plan (REAP), building on feedback, insights, and experiences of both students and staff. The methodology was designed to ensure that diverse perspectives from the RCSI community informed the development of REAP 2.

The Race Equality Forum conducted a review to evaluate the University's impact on race equality over the previous three-year action plan. This review involved a detailed analysis of past initiatives, examining successes and areas for improvement. A benchmarking exercise was supported by GEM student, Ananth Kolli, who participated in an EDI Unit funded StEP Project. He co-authored a detailed review of best practice race equality initiatives from university actions plans from the UK and Ireland which was used to inform REAP 2 development.

A consultation process was undertaken to ensure that staff and student experiences were central to the process. This consisted of five focus groups; a student pulse survey; and detailed qualitative and quantitative data gathered from student and staff EDI survey feedback. These data points informed the development of the latest iteration of our Race Equality Action Plan, which sets out the short, medium and long-term actions RCSI will take to ensure effective and positive advancement of race equality at an institutional level, for the benefit of students, staff 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 and Council. 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 advisors, including Dr Lynsey Kavanagh, Co-Director of Pavee Point Traveller & Roma Centre and Race Equality Charter Award Holders in the UK alongside our esteemed friend and colleague, Prof Reena Karani, Mount Sinai. These partners helped to ensure alignment with recognised best practice.

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

## **WORKSTREAMS**

This forum is comprised of 51 volunteer members (students and staff) who are committed to promoting progress and good practice in relation to Race Equality at RCSI.

Members are divided into six different workstreams, each driving a specific key objective area, while working together to develop an evidence-based action plan relevant to RCSI community of stakeholders. During the development phase, the Forum and individual workstreams met on a regular basis from June to November 2024 to develop a comprehensive and impactful action plan.

### **1. LEADERSHIP, STRATEGY AND CULTURE**

RCSI's leadership is committed to embedding a culture of race equality throughout the University. We recognise the need to reflect and fulfil this ambition in our structures, values and strategy. We want to be actively anti-racist in all that we do and recognise the necessity of positive, direct and supportive actions to achieve inclusive cultural change.

### **2. DATA**

Evidence-based decision making will be supported by a robust data infrastructure. Our data will inform and support our race equality actions. We will build on the foundations established in recent years to embed an intersectional view of our students and staff. We will empower our Forum members to track and critically analyse their stakeholder groups therefore enabling them to develop impactful interventions to effect meaningful change. Our reporting capabilities will be enhanced to enable us to share progress more efficiently.

### **3. POLICY, REPORT AND SUPPORT**

We recognise the need for clearer and more user-friendly policies and supports to address racism, bullying and harassment of our minoritised students and staff. We will work to build greater confidence and trust in formal and informal pathways while providing comprehensive supports to protect and care for our stakeholders.

## 4. AWARENESS RAISING AND TRAINING

We will continue to invest in anti-racism training for students and staff. We will mainstream key race equality goals in core programmes. We will celebrate our ethnically diverse community by sharing their stories and experiences. We will develop campaigns to support and amplify the voice of the Traveller and Roma community by promoting education pathways and healthcare interventions.

## 5. EDUCATION AND RESEARCH

RCSI University of Medicine and Health Sciences educates and nurtures the healthcare leaders of tomorrow. We have a responsibility to ensure that our healthcare education is inclusive and reflective of our diverse society. We will implement best practice to continuously improve our curricula, ensuring that we maximise educational excellence for all. We will explore and represent the lived experience of minoritised communities, including Traveller and Roma through innovations in teaching methods like Simulation Based Education (SBE) and Case Based Learning (CBL) while representing and championing diverse stakeholders in our research.

## 6. PEOPLE

Our people are our greatest asset, we want to continue to attract and retain ambitious, passionate and enthusiastic employees who represent all of society. We will work on our talent pipeline to ensure that ethnically diverse people achieve their career goals and experience a sense of belonging in RCSI. We want to ensure that our international and national students are nurtured to fulfil their full potential as healthcare professionals and that they are prepared to work anywhere in the world.

# RACE EQUALITY ACTION PLAN 2025 - 2029

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## WORKSTREAM LEADERSHIP, STRATEGY AND CULTURE

RCSI's leadership is committed to embedding a culture of race equality throughout the University. We recognise the need to reflect and fulfil this ambition in our structures, values and strategy. We want to be actively anti-racist in all that we do and recognise the necessity of positive, direct and supportive actions to achieve inclusive cultural change.

NO.	ACTION .	MEASURES OF SUCCESS	RESPONSIBILITY	TIMEFRAME
1.1	<p>Integrate anti-racism principles and narrative into the RCSI Strategic Plan (2028-2032).</p> <p>Develop an internal communications plan to engage all staff on RCSI's anti-racism approach in collaboration with the Awareness Raising and Training workstream.</p>	<p>~ Incorporate a clear narrative commitment to anti-racism principles as aligned with RCSI's core values in the 2028-2032 Strategic Plan</p> <p>~ Use EDI Survey results to confirm staff understanding of how anti-racism aligns with RCSI's core values</p>	<p>~ Office of VC</p> <p>~ Head of EDI, Director of International Engagement</p> <p>~ Head of EDI, Awareness Raising and Training Workstream Lead</p>	<p>2027, in advance of strategic planning process. More defined dates to be decided in 2026.</p>
1.2	<p>REF leadership will engage regularly with the RCSI President to advance recommendations that ensure Council members are empowered to champion RCSI's race equality goals through:</p> <p>~ Training, knowledge sharing and resources to be made available to Council members, ongoing alignment with HEA Anti-Racism Principles</p> <p>~ Ongoing support and engagement with Early Career Surgical Network to encourage greater participation with the RCSI Community</p> <p>~ RCSI engagement with key external healthcare specialty groups including the Irish Pakistani Professional Association and Sudanese Doctors Union of Ireland</p>	<p>~ 100% of Council members adopt Anti-Racism Principles</p> <p>~ 75% of Council members attend training</p> <p>~ Early Career Surgical Network – engagement and training outcomes defined and monitored</p>	<p>President, Head of EDI, Council Members, and Office of VC.</p>	<p>~ Ongoing engagement with RCSI President, Council and Early Career Surgical Network</p> <p>~ Training in Q3 2025 and 2027</p>

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NO.	ACTION .	MEASURES OF SUCCESS	RESPONSIBILITY	TIMEFRAME
1.3	Standardise committee membership protocols for key institutional committees (linked to RCSI Athena Swan AP 3.7.1 (a-c)). Broaden inclusive recruitment practices beyond gender using intersectional analysis. This to include development of central database to track membership by gender and ethnicity at a minimum, include positive action statement in ToRs, and promoting vacancies via open and accessible channels.	Staff from minoritised backgrounds, including Traveller and Roma have proportional representation on key committees (in line with RCSI staff population, while benchmarking with CSO data).	Office of VC, DVCAA, DVCRI.	2025 (ongoing with RCSI Athena Swan AP2023 timelines).
1.4	Embed race equality and anti-racism principles into senior leadership by facilitating an anti-racism workshop for senior leaders, appointing dedicated Race Equality Champions to lead and communicate RCSI's race equality initiatives, and incorporate the competency of "evidence of leadership in implementing anti-racism principles/ EDI" at recruitment of senior roles, and option of EDI Professional Development Plan (PDP) objective into all senior roles.	<p>~ &gt;60% of senior leaders participate in dedicated anti-racism workshop, with increased targets once initial target is met. Post workshop evaluation carried out with markers developed to track impact and effectiveness</p> <p>~ EDI (including race equality) objectives within PDPs are monitored annually. Evidence of EDI in leadership for senior roles introduced at recruitment</p> <p>~ Staff feedback from focus groups and consultations indicates recognition of senior leadership's responsibility for embedding race equality into organisational processes and decision-making</p>	Head of EDI, Director of HR, Race Equality Champions.	<p>~ 2026 and 2029</p> <p>~ Evidence in leadership and PDP objectives launched in Q1 2026 and reporting to EDI Committee in Q4 annually, starting 2025</p> <p>~ Focus group feedback Q3 2028</p>
1.5	Engage with key hospital partners and HSE administration to explore opportunities to increase understanding and awareness of the prevalence of racist behaviours and experiences on hospital sites. Identify opportunities to share resources and expertise which align with RCSI's race equality statement and action plan.	<p>~ Race Equality Champions to be nominated by Undergraduate Deans</p> <p>~ Reduction, over time, in incidents of discrimination on clinical sites</p> <p>~ Monitor trends e.g. Speak Out data to be reported annually</p>	Head of EDI, Director of HR, DVCAA, Hospital Leadership, Undergraduate Deans.	<p>~ Staff Presentation Q2 2025</p> <p>~ Race Equality Champion recruitment Q4 2025, new recruitment in 2028</p> <p>~ Action co-created and implementation begins Q1 2026</p>



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## WORKSTREAM DATA

Evidence-based decision making will be supported by a robust data infrastructure. Our data will inform and support our race equality actions. We will build on the foundations established in recent years to build an intersectional view of our students and staff. We will empower our Forum members to track and critically analyse their stakeholder groups therefore enabling them to develop impactful interventions to effect meaningful change. Our reporting capabilities will be enhanced to enable us to share progress more effectively.

NO.	ACTION .	MEASURES OF SUCCESS	RESPONSIBILITY	TIMEFRAME
2.1	Record ethnicity for all students. Recording ethnicity data for all students will provide accurate insights into the student population, supporting inclusive policymaking, monitoring progression, and guiding targeted actions that foster a fair and supportive environment for all.  (links to RCSI Athena Swan AP2023 1.2, 1.3)	~ 2025 - 50% of students have ethnicity recorded ~ 2026 - 70% of students have ethnicity recorded ~ By 2028 >90%	DVCAA; with support from IT, Admission, Fees, PG Schools.	Begin in Q2 2025 with annual monitoring.
2.2	Benchmark staff data against CSO reports and other Irish universities, and analyse RCSI staff throughout the career pipeline by ethnicity (using intersectional analysis where available and appropriate).  (links to RCSI Athena Swan AP2023 1.2, 1.3)	~ National benchmarking exercise established ~ Staff ethnicity data is available by category and level. This data is utilised, to inform targeted, evidence-based actions, ensuring successful and impactful outcomes	HR Analytics Manager.	~ Benchmarking complete by Q4 2026 ~ Staff report due annually and reported to EDIC in Q4 starting 2025
2.3	Benchmark student data against other Irish universities and the healthcare sector.	Baseline is established to support further action development and specific targets.	Registry Services BI Analyst.	Annual report commencing in Q2 2027.
2.4	In line with Athena Swan reporting, conduct analysis based on ethnicity (intersectional where available and appropriate) on staff development and progression specifically relating to promotion and participation in career development opportunities.	Data set is available to support targeted action planning for Athena Swan and other HR/EDI/Institutional initiatives.	HR Analytics Manager.	2028 - In line with Athena Swan Silver Award.
2.5	Collect and analyse relevant student data to identify progression trends.	Establish system for tracking and analysing student progression data.	QEO, HPEC and Registry Services .	Q3 annually, commencing in 2025.

# WORKSTREAM

## POLICY, REPORT AND SUPPORT

We recognise the need for clearer and more user-friendly policies and supports to address racism, bullying and harassment of our minoritised students and staff, including Traveller and Roma students and staff. We will work to build greater confidence and trust in formal and informal pathways while providing comprehensive supports to protect and care for our stakeholders.

NO.	ACTION .	MEASURES OF SUCCESS	RESPONSIBILITY	TIMEFRAME
3.1	Continually monitor the existing Staff Dignity at Work Policy and Student Dignity and Respect Policy, in relation to anti-racism, and in line with existing review processes.	~ Policies will be updated, as appropriate, based on legislative changes and best practice  ~ % increase of students and staff reporting awareness and understanding of policies in EDI surveys, using intersectional analysis where available and appropriate	Head of Registry Services, Director of HR.	Ongoing - during annual review process.
3.2	Create user-friendly resources outlining how staff and students can address negative behaviour and clearly outline the reporting pathways and support resources available.	% increase in students and staff reporting that there is clear guidance to follow if they experience or witness racist discrimination, harassment or abuse in RCSI, in EDI Surveys, using intersectional analysis where available and appropriate.	Head of Registry Services, Director of HR, Head of Student Development and Wellbeing.	Begin Q1 2025 and publish resources (including audiovisual) by Q4 2025.
3.3	Actively disseminate and communicate policy and information to existing and new staff, and to students, via the appropriate communication channels, including induction, Moodle, WorkVivo, workshops etc.	% increase of students and staff stating that they are aware of policies at RCSI which seek to tackle and eliminate racism and race inequality, in EDI and pulse survey, EDI and student pulse surveys. This data to be analysed by ethnicity and other equality data.	Head of Registry Services, Director of HR, Head of Student Development and Wellbeing, SU, PGSU.	Q4 2025.
3.4	~ Analyse data available and report on incidents of student and staff racial harassment as per commitments  ~ (Links to AP2023 3.5.1 on reporting and tracking instances on discrimination)	Compliance with our obligations as agreed with the stakeholders, HEA and other relevant bodies / initiatives (i.e. Speak Out).	Head of Registry Service, Director of HR, Head of Student Development and Wellbeing.	Annually aligned with internal and external reporting requirements.

# WORKSTREAM

## AWARENESS RAISING AND TRAINING

We will continue to invest in anti-racism training for students and staff and mainstream key race equality goals in core programmes. We will celebrate our diverse community by sharing their stories and experiences. We will develop campaigns to support and to amplify the voice of the Traveller and Roma community by promoting education pathways and healthcare interventions.

NO.	ACTION .	MEASURES OF SUCCESS	RESPONSIBILITY	TIMEFRAME
4.1	<ul style="list-style-type: none"> <li>~ Implement targeted campaigns and events to raise awareness of the prevalence of racism in Irish society and medicine more specifically</li> <li>~ Tailor outreach to undergraduate and postgraduate students to ensure they are informed about RCSI's race equality and broader EDI efforts. Encourage students to actively engage by joining EDI forums, completing training, reporting incidents, and promoting inclusivity. This will also include regular dissemination of reporting channels and the related internal processes relating to reporting discrimination at RCSI</li> </ul>	<ul style="list-style-type: none"> <li>~ 10% increase in student representation on the REF and other EDI forums, indicating stronger student participation and leadership in EDI initiatives</li> <li>~ Higher engagement with EDI and pulse surveys, reflecting greater student investment in contributing to an inclusive environment and providing feedback</li> <li>~ Increased reporting of race-related incidents (initially expected due to heightened awareness and encouraged reporting, as measured in the student EDI/pulse surveys), followed by a subsequent decrease in inappropriate race-related incidents</li> </ul>	EDI Unit, President of SU, President of PGSU.	<ul style="list-style-type: none"> <li>~ Annual campaigns (Black History Month, Anti-Racism Week, and days of observance.)</li> <li>~ Outreach consultation to begin Q2 2025, with touch point dates to be defined</li> </ul>
4.2	<ul style="list-style-type: none"> <li>~ Continue delivering comprehensive anti-racism training for all RCSI students and staff, with a new focus on assessing the feasibility of making this training mandatory for all</li> <li>~ Further integrate anti-racism training into orientation and induction programs</li> </ul>	<ul style="list-style-type: none"> <li>~ Annual increase in staff and student completion of online and in person anti-racism training</li> <li>~ Higher completion rates of EDI and race-related training among students, demonstrating raised awareness and understanding</li> <li>~ Develop online Anti-Racism Training for staff. This will be mandatory, run every other year in rotation with general EDI training. Target of 100% completion Q4 2026</li> </ul>	EDI Unit, Learning and Development.	<ul style="list-style-type: none"> <li>~ Annual campaign to start Q1 2025. Monitor completions Q4 annually</li> <li>~ Start investigation in Q2 2025 with view of mandatory training from Q1 2026</li> <li>~ Orientation and induction materials to be refreshed on an annual basis in Q2</li> </ul>

# RACE EQUALITY ACTION PLAN 2025 - 2029

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

NO.	ACTION .	MEASURES OF SUCCESS	RESPONSIBILITY	TIMEFRAME
4.3	Increase understanding of different religious beliefs and practices through partnership with student societies to develop events, resource sharing (through the EDI hub) and social media content. By addressing the third-highest student priority from the Pulse Survey and responding to evidence of religious discrimination from the Speak Out tool, these initiatives will demonstrate a commitment to tackling religious bias, ultimately contributing to a stronger sense of belonging and equality among the student body.	<ul style="list-style-type: none"> <li>~ Target set and attendance recorded at World Religions Day event, ensure a 15% increase in engagement with the EDI Resource Hub's content in the first year, measured through website analytics and social media interactions</li> <li>~ Monitor trends of students reporting religious discrimination from Speak Out tool and other reporting channels</li> </ul>	EDI Unit, Student Societies Representatives, SU (Cultural Officer), PGSU Officer.	<ul style="list-style-type: none"> <li>~ Event in Q1 2026 for World Religion Day 19</li> <li>~ Information gathering Q2 2025, EDI Resource Hub to be updated by Q3 2025. Event posts scheduled throughout year. Refresh EDI Resource Hub content Q3 annually</li> </ul>
4.4	<ul style="list-style-type: none"> <li>~ Increase awareness of Traveller and Roma identities and the inequities that these communities experience (particular focus on education and healthcare) so that RCSI is a safe community for Traveller and Roma to express themselves freely</li> <li>~ Collaborate in partnership with PATH 5 Advisory Group, to host cultural awareness and education events, deliver anti-racism training for students and staff, promote the achievements of Traveller and Roma students and alumni, fostering a safe and inclusive environment where all can belong</li> </ul>	<ul style="list-style-type: none"> <li>~ External expert representation of members of Traveller and Roma communities at the EDI Committee and REF</li> <li>~ Events and training programmes to raise awareness, including online event hosted in partnership with Traveller and Roma advocacy groups to promote career opportunities in healthcare; number of participants and gender breakdown</li> <li>~ TARCAS Scholarships in place and tracked over time, with pre-entry access engagement VIA PATH 5 Traveller and Roma participation in pre entry access initiatives</li> </ul>	<ul style="list-style-type: none"> <li>~ REF Coordinator, Traveller and Roma representative groups</li> <li>~ EDI Unit</li> <li>~ Admissions, RCSI Engage</li> </ul>	<ul style="list-style-type: none"> <li>~ Landmark event in Q3 2027</li> <li>~ Training made available to staff and students in Q2 2026</li> <li>~ Ongoing engagement with PATH 5 Advisory Group, and external experts to start Q2 2025</li> <li>~ Ongoing campaigns linked to days of observance</li> </ul>
4.5	Develop a webinar on online disinformation to support students and staff to critically assess online information in order to identify disinformation and avoid perpetuating harmful stereotypes.	<ul style="list-style-type: none"> <li>~ Collect user feedback through surveys or comments to measure clarity and effectiveness</li> <li>~ Content added to orientation materials, and to resources available</li> </ul>	Surgical Affairs, EDI Unit, Academic Integrity.	~ Suggested date for webinar: April 2 (International Day of Fact-Checking). Q2 2026, to be incorporated into student orientation materials Q3 2026

# WORKSTREAM

## EDUCATION AND RESEARCH

RCSI University of Medicine and Health Sciences educates and nurtures the healthcare leaders of tomorrow. We have a responsibility to ensure that our healthcare education is inclusive and reflective of our diverse society. We will implement best practice to continuously improve our curricula, ensuring that we maximise educational excellence for all. We will explore and represent the lived experience of minoritised communities, including Traveller and Roma through innovations in teaching methods like SBE and CBL while representing and championing diverse stakeholders in our research.

NO.	ACTION .	MEASURES OF SUCCESS	RESPONSIBILITY	TIMEFRAME
5.1	<ul style="list-style-type: none"> <li>~ Research Study for advancing inclusive and equitable curricula in undergraduate programmes - all students and staff to be surveyed, and recommendations to be implemented</li> <li>~ Head of School to nominate a race equality champion and allocate resources to proactively support their teaching staff to ensure their programmes are anti-racist</li> <li>~ Encourage greater awareness and understanding of the importance of racial literacy in clinical settings to support patients, students and staff. This will include: a series of workshops to help academic colleagues update their programmes; embedding EDI materials and resources (e.g., VisualDx) into curricula; developing targeted modules on healthcare for minority communities; biennially updating intercultural skills modules; enhancing mandatory EDI training with a focus on diversifying healthcare; creating accessible resources; ensuring all new tutors complete anti-racism training; and identifying new topics and interventions for race equality-based training and development in clinical environments</li> </ul>	<ul style="list-style-type: none"> <li>~ Identify baseline of students reporting that content and imagery is representative of global population and monitor over lifetime of REAP</li> <li>~ Research paper on inclusive and equitable curricula</li> <li>~ Curricula mapping process undertaken twice during the lifetime of REAP</li> </ul>	Depending on the initiative: Study PI, Head of EDI Unit, Director of HPEC, Director of Curriculum, and the CBL Guidance Group.	<ul style="list-style-type: none"> <li>~ Survey analysis Q4 2025</li> <li>Workshops developed Q1 2026-Q4 2027</li> <li>~ Ongoing embedding of materials and resources into curricula, and clinical environment</li> <li>~ Module on healthcare for minoritised communities, including Traveller and Roma Q3 2027</li> <li>~ All new tutors completing anti-racism training to start Q3 2026</li> <li>~ Student Choice Module on healthcare for minoritised communities, including Traveller and Roma Q3 2027</li> </ul>

## RACE EQUALITY ACTION PLAN 2025 - 2029

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NO.	ACTION .	MEASURES OF SUCCESS	RESPONSIBILITY	TIMEFRAME
5.2	<p>~ Engage with Pavee Point and other Traveller Advocacy Groups to integrate the community's experiences into RCSI curricula and case-based learning. This will be done by co-creating case-based learning scenarios that reflect the realities of Traveller and Roma health challenges, such as poorer cardiovascular, mental health, and maternal and child health outcomes (as outlined in the National Traveller Health Action Plan 2022-2027), and aligning these where possible with socio-economic outcomes. To also consider co-creating CBL that showcases strengths and resilience of the communities</p> <p>~ Additionally, develop a Student Choice Module for Year One medical students incorporating elements of the Pavee Point Social Determinants Game, and encourage Traveller and Roma community participation in PPI work to ensure healthcare and disease management education reflects real-world experiences</p>	<p>~ Increased level of comfort in managing healthcare needs of Traveller Community - assessed pre and post module</p> <p>~ Student Choice Module developed and students enrolled</p> <p>~ Representation of Traveller and Roma Community in RCSI PPI work</p>	<p>Director of Curriculum, CBL Guidance Group, PPI in Education &amp; Research Committees.</p>	<p>~ Co-create case based learning Q3 2025</p> <p>~ Student Choice Module Developed in Q1 2026</p> <p>~ PPI engagement work to start in Q1 2027</p>

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NO.	ACTION .	MEASURES OF SUCCESS	RESPONSIBILITY	TIMEFRAME
5.3	<p>Encourage researchers (students, researchers and PIs) to consider the variable of race, ethnicity or ancestry in studies where it impacts research outcomes through:</p> <ul style="list-style-type: none"> <li>~ Developing Mission Statement to support researchers to demonstrate commitment to expanding research to include under represented groups</li> <li>~ Reviewing ethics application process to consider protected characteristics</li> <li>~ Identifying and disseminate best practice</li> <li>~ Developing EDI resources to support RCSI research community</li> </ul>	<p>Protected characteristics beyond gender will be considered in relevant research projects. Increased co-creation of research projects with minoritised groups, including Traveller and Roma.</p>	<p>Head of EDI, Head of SPGS, ORI.</p>	<p>Developed in Q3 2026 and implemented throughout 2027.</p>
5.4	<p>Explore and promote opportunities for faculty to secure small, education-focused research grants, such as the EDI Enhancement Fund, with a specific focus on advancing anti-racism efforts, fostering teaching innovation, and integrating simultaneous evaluation mechanisms to assess impact. Encourage collaborative proposals and share resources to empower educators in these transformative efforts.</p>	<p>At least two grants awarded, with measurable outcomes tracked through post-grant reports on teaching innovations, anti-racism efforts, and student engagement improvements.</p>	<p>EDI Unit, Faculty members.</p>	<p>Q2 2026, annually.</p>

# RACE EQUALITY ACTION PLAN 2025 - 2029

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## WORKSTREAM PEOPLE

Our people are our greatest asset, we want to continue to attract and retain ambitious, passionate and enthusiastic employees who represent all of society. We will work on our talent pipeline to ensure that people from diverse ethnic backgrounds achieve their career goals and experience a sense of belonging in RCSI. We want to ensure that our international and national students are nurtured to fulfill their full potential as healthcare professionals and that they are prepared to work anywhere in the world.

NO.	ACTION .	MEASURES OF SUCCESS	RESPONSIBILITY	TIMEFRAME
6.1	<ul style="list-style-type: none"> <li>~ Increase representation of staff from minoritised backgrounds, including Traveller and Roma by further enhancing our inclusive recruitment practices</li> <li>~ Monitor data from application to appointment stage, and throughout the career pipeline</li> <li>~ Recruitment partners and collaborators, including Executive search companies, to demonstrate intentional expertise and commitment in sourcing diverse candidates in Service Level Agreements</li> </ul>	<ul style="list-style-type: none"> <li>~ Data is systematically captured and analysed across the recruitment pipeline, from application to appointment, enabling evidence-based actions to address identified gaps or barriers</li> <li>~ Annual review of employee data as part HR/Athena Swan/DVCAA processes – progress evaluated</li> <li>~ % increase in staff from minoritised backgrounds, including Traveller and Roma background (using RCSI baseline and benchmarking with CSO data)</li> </ul>	HR Partner.	Start Q1 2025 - annually.
6.2	Pilot the inclusion of an Equity Champion in the recruitment process to promote awareness of REF goals among recruitment partners and panels, with a particular focus on the interview stage (links to RCSI Athena Swan AP 2023 2.5c).	<ul style="list-style-type: none"> <li>~ Establish role of Equity Recruitment Champions present on 75% recruitment campaigns panels (target academic interviews initially)</li> <li>~ Positive feedback from applicants regarding experience of inclusive recruitment practices</li> <li>~ % increase in staff from minoritised backgrounds, including Traveller and Roma background (using RCSI baseline and benchmarking with CSO data)</li> </ul>	Director of HR.	2025-2026.



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NO.	ACTION .	MEASURES OF SUCCESS	RESPONSIBILITY	TIMEFRAME
6.3	<p>Conduct a feasibility study to assess interest in and the perceived benefits of informal networking and peer support activities, while also identifying the most effective models and formats to meet participants' needs.</p>	<p>~ Evaluate the pilot program using participant feedback and engagement metrics to assess its impact and effectiveness</p> <p>~ Based on the evaluation, refine the program and consider extending or expanding the peer support initiatives to a broader audience</p>	<p>HR Partner and People Workstream.</p>	<p>~ Benchmark and consult in Q1–Q2 2025</p> <p>~ Define a workable model in Q2–Q3 2025</p> <p>~ Recruit and communicate in Q4 2025</p> <p>~ Pilot activities in Q4 2025–Q2 2026</p> <p>~ Review and assess outcomes in Q3 2026</p>
6.4	<p>~ Conduct a review of one key HR progression and development support process per year (e.g, PDP; Academic Promotion; Recruitment; Managing Through People (MTP)/Aurora) to identify any opportunity to further strengthen their inclusivity and address any potential barriers, where possible</p> <p>~ Continue to monitor and support the participation, pipeline and progression of all staff including those from minority ethnic backgrounds</p>	<p>~ Following the review of the identified process each year, incorporate all feasible enhancements into each HR process (e.g, PDP; Recruitment; Academic Promotion MTP/Aurora) by 2028</p> <p>~ Monitor race/ethnic participation data for each process to inform future actions</p> <p>~ Monitor staff ethnic/race data to inform future actions</p>	<p>~ People Workstream Lead</p> <p>~ Workstream members</p> <p>~ HR Policy Group</p> <p>~ Close input and collaboration with each HR Work Process Lead</p>	<p>~ Start:2025</p> <p>~ 2025-2028: Review one key process per year starting in Q3 2025</p>

# GLOSSARY

## 1. Minoritised Groups

Groups that are marginalised or disadvantaged due to their ethnic, racial, or cultural background. These groups often face systemic inequality and discrimination. The term “minoritised” emphasises the social processes that lead to the marginalisation of these groups rather than implying they are inherently in the minority.

## 2. Race Equality

The principle that all individuals, regardless of their racial or ethnic background, should have equal opportunities, access to resources, and fair treatment. Race equality seeks to eliminate racial discrimination and ensure that everyone is treated with dignity and respect.

## 3. Anti-Racism

A proactive approach to combatting racism, which involves actively recognising, confronting, and challenging both individual and systemic racism.

## 4. Anti-Racism Principles

Frameworks or guidelines that help organisations, institutions, or societies promote anti-racist policies and practices. These principles typically include actions such as promoting diversity, ensuring equitable access to opportunities, and eliminating racial disparities. Anti-racism principles are grounded in universal values of dignity, respect, and human rights. These values are applicable to all individuals, regardless of the specific grounds of discrimination they face.

## 5. Inclusive Curriculum

An approach to curriculum design and delivery that ensures all students see themselves reflected in the learning material, regardless of their ethnic or cultural background. It also includes teaching diverse perspectives and histories to foster understanding and respect among students from all racial and ethnic backgrounds.

## 6. Inclusive Recruitment

Recruitment practices designed to attract, hire, and retain individuals from diverse backgrounds, particularly those from marginalised or underrepresented racial and ethnic groups. This includes ensuring that job descriptions, selection processes, and workplace cultures are free from bias and open to all.

## 7. Intersectional Data

Data that takes into account multiple aspects of a person’s identity (such as race, gender, age, disability, etc.) to understand how these factors interact and contribute to an individual’s experiences of inequality or discrimination. Intersectional data is essential for identifying systemic barriers that affect people from multiple marginalised groups.

## **LIST OF ACRONYMS**

<b>AP</b> – Action Plan	<b>PPI</b> – Public and Patient Involvement
<b>ATT</b> – Advanced Therapeutic Technologies	<b>RCSI</b> – Royal College of Surgeons in Ireland
<b>BI</b> – Business Intelligence	<b>REAP</b> – Race Equality Action Plan
<b>CBL</b> – Case Based Learning	<b>REF</b> – Race Equality Forum
<b>CoMPPAS</b> – Centre for Mastery: Personal, Professional & Academic Success	<b>SBE</b> – Simulation Based Education
<b>CSO</b> – Central Statistics Office	<b>SLG</b> – Senior Leaders Group
<b>DVCAA</b> – Deputy Vice Chancellor for Academic Affairs	<b>SMT</b> – Senior Management Team
<b>DVCRI</b> – Deputy Vice Chancellor for Research and Innovation	<b>SPGS</b> – School of Postgraduate Studies
<b>EDI</b> – Equality, Diversity & Inclusion	<b>SU</b> – Student Union
<b>EU</b> – European Union	<b>TARCAS</b> – Traveller and Roma Communities Access Scholarship
<b>HEA</b> – Higher Education Authority	<b>VC</b> – Vice Chancellor
<b>HEI</b> – Higher Education Institution	
<b>HPEC</b> - Health Professions Education Centre	
<b>HR</b> – Human Resources	
<b>IHREC</b> - Irish Human Rights and Equality Commission	
<b>PDP</b> – Professional Development Planning	
<b>PGSU</b> – Postgraduate Student Union	

RCSI University of Medicine and Health Sciences is committed to supporting the United Nations

**SUSTAINABLE DEVELOPMENT GOALS**



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