



School of Medicine (SoM) | Athena Swan Committee:

2018 Report Card

Athena Swan Bronze Award Received: May 2018
Planned resubmission for Athena Swan Bronze Award Renewal: November 2020



Key accomplishments:

- Development of SoM Athena Swan webpage and dedicated twitter hashtag #nuigmedequality
- Rollout of Active Bystander Training, targeting bullying and harassment, with 100 people trained across the SoM and the Saolta Group.
- Implementation of “core hours” policy- all SoM committees except one (which has polled its members on the meeting time) now convene within core hours.
- Focus groups completed with SoM PG students. Recommendations for action at School, College and University level. Report available [here](#).
- SoM Student Maternity Document completed and will be made available shortly.
- Location of nursing mother facilities on NUI Galway campus posted on our [website](#) along with facilities at academies and attached hospitals.
- All SoM committees are now gender balanced.
- Achieved equal representation of males and females on podium and in procession at summer graduation.
- Explored and clarified career pathways (Academic, Administrative, Technical) and developed staff induction packs correspondingly.
- Supported others nationally (e.g., UCD Medicine) and locally (e.g., NUIG School of Psychology) in the preparation of their Athena Swan applications.

What you can expect in 2019:

- 12th April symposium on Women in Medicine.
- Introduction of ‘Praise Notes’ as a means of recognising, and making visible, the achievements and hard work of your colleagues.
- Open Houses at our Research Centres- offering an overview of ongoing research at the SoM and exposing opportunities for collaboration.
- More Active Bystander training sessions.
- Efforts to increase participation of female speakers in Grand Rounds.
- Assessment of work distribution by gender within committees.
- Initiatives to improve postdoctoral personnel engagement in important, targeted professional development activities.
- Establishment of a mentoring scheme in the SoM.
- Contributions to the university’s promotion scheme revision process.

Challenges to implementation of our action plan:

- Resources - both administrative and funding support to underpin implementation of initiatives.
- Need for School-wide engagement.

Comments, Questions, Want to get involved?

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