

TUS

Ollscoil Teicneolaíochta na Sionainne:
Lár Tíre, An tIarthar Láir
Technological University of the Shannon:
Midlands Midwest

TUS

Race Equality Action Plan

TUS Race Equality Action Plan 2025-2027

This Race Equality Action Plan was informed by Race Equality Forums which were open to staff and students during Academic Year 2023/2024. These forums were shaped by the Higher Education Authority Anti Racism Principles, which TUS signed in 2023.

This Race Equality Action plan has been endorsed by TUS Equality, Diversity and Inclusion Steering Committee and TUS Governing Body. The plan provides a framework for fostering an inclusive culture, where racial equality is promoted to ensure a safe and empowering environment for staff and students. Annual reports on progress on the implementation of this action plan will be included in the TUS EDI Annual Report.

TUS Race Equality Action Plan 2025-2027 Approved by		Date
EDI Steering Committee		February 2025
Governing Body		March 2025

TUS EDI Strategic Goals 2024 – 2026

The TUS Race Equality Action Plan 2025 – 2027 has been framed within the TUS EDI Strategy 2024 - 2026. This EDI Strategy identifies six strategic goals as outlined in Figure 1. The Race Equality Action Plan identifies specific actions under each of these goal areas.



TUS is committed to its obligations across the nine equality grounds enshrined in Irish legislation – gender, disability, religion, family status, age, marital status, sexual orientation, race, and traveller community membership. TUS also includes socio economic status and the Roma community as additional equality grounds (Figure 2). While our Race Equality Action Plan focuses primarily on race, the intersecting nature of equality grounds has been considered at all times in its development and implementation.

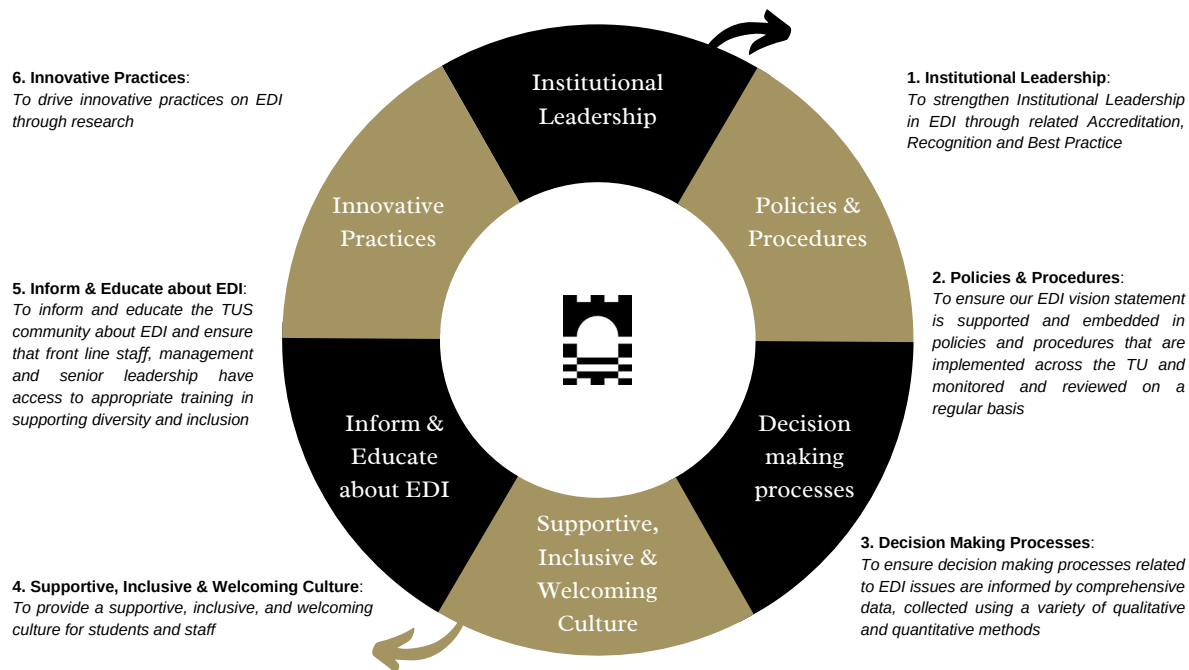


Figure 1

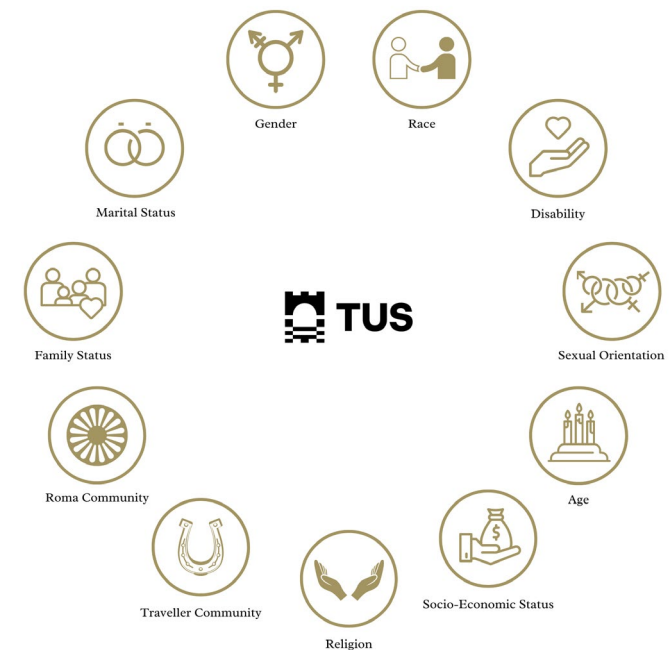


Figure 2

Strategic Goal 1

To strengthen Institutional Leadership in EDI through related Accreditation, Recognition and Best Practice.



Strategic Goal 1 To strengthen Institutional Leadership in EDI through related Accreditation, Recognition and Best Practice.

Action No.	Action	Rationale	Responsible	Start/End Time	Success Indicator
1a	Establish a Race Equality Forum through an open call to all staff and students. Develop and approve Race Equality Forum Terms of Reference	There is currently no structure to support consultations for staff and students on advancing race equality within TUS	EDI Manager	Q4 2023	Race Equality Forum established and consultations inform Race Equality Action Plan
1b	Appoint external partners to support Governing Body People, Culture and EDI Sub Committee on progressing work on Race Equality	External advisors with expertise on supporting Race Equality can ensure work in TUS in this area is advanced	VP People, Culture and Organisation EDI Manager	External Advisors Appointed in Q4 2023	TUS work on supporting Race Equality is in line with current Best Practice
1c	TUS is represented on national committees relevant to Race Equality EG: Athena Swan Race Equality Working Group	Discussions at national level on supporting Race Equality are an opportunity to share learning and learn from the work of other HEIs in this space	VP People, Culture and Organisation EDI Manager EDI Officer	Ongoing	TUS work on supporting Race Equality is in line with current Best Practice
1d	Review membership of TUS committee structures (including SU structures) to enhance diversity representation	Diversity representation across committee structures is currently unknown	Review of Committee Structures to be conducted by EDI Office Adoption of Guidelines the responsibility of TUS Management	Q4 2025	Review informs Guidance document on representation on Committee Structures
1e	Establish anti-Racism Sub Committee of EDI Steering Committee to ensure TUS work on supporting race equality is informed by HEA Anti-Racism Principles and HEA's Implementation Plan on Race Equality	This committee will specifically focus on anti-racism work in TUS, and oversee the implementation of this action plan	VP People, Culture and Organisation EDI Steering Committee VP Student Education and Experience	Committee formed in Q4 2025	Staff Awareness of HEA Anti Racism Principles and HEA Race Equality Implementation Plan

Strategic Goal 1 To strengthen Institutional Leadership in EDI through related Accreditation, Recognition and Best Practice.

Action No.	Action	Rationale	Responsible	Start/End Time	Success Indicator
1f	Collaborate with external bodies on Race Equality Initiatives. eg. Limerick Migrant Integration Steering Group	Enables sharing experiences and learning and informs further race equality work within TUS	EDI Steering Committee	Ongoing	TUS work on supporting Race Equality is in line with current Best Practice
1g	Reverse Mentorship structure in place aimed at supporting leaders and senior management roles within TUS	Reverse mentorship structures foster collaboration and knowledge sharing and can improve representation of ethnic minorities in leadership roles, management, and key committees within TUS	EDI Manager	2025	Staff involved in Reverse Mentoring Structure and share positive outcomes of this involvement

Strategic Goal 2

To ensure that our vision statement for EDI is supported and embedded in policies and procedures that are implemented across TUS and monitored and reviewed on a regular basis.

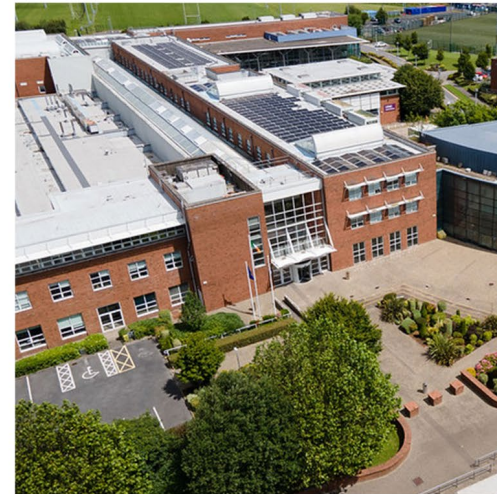


Strategic Goal 2 To strengthen Institutional Leadership in EDI through related Accreditation, Recognition and Best Practice.

Action No.	Action	Rationale	Responsible	Start/End Time	Success Indicator
2a	Targeted actions to support applications for job opportunities from minority groups. Actions include: • HR training on Supporting Inclusive Recruitment • Analysis of where jobs are advertised and scope to increase advertising in spaces where ethnic minority groups are more likely to find them • Track the numbers of racially and ethnically diverse applicants and successful recruits over time • Present analysis at appropriate fora with actions agreed • Core Vacancies site displays ethnically diverse imagery	Currently limited applications for vacancies from ethnic minority groups. Evidence informs further work on supporting race equality in systems and processes	HR & EDI	Q1 2025 onwards	Increased applications from ethnic minority groups
2b	Race equality principles embedded in key policies and procedures: • Dignity and Respect policy • EDI Policy • Student Policies • Staff guidance document and student guidance document developed outlining how these policies support race equality	Race Equality principles to be explicitly embedded in policies and procedures	HR EDI Office of the VP Student Education and Experience Quality Office	As policies are developed/ reviewed	Race Equality principles embedded in policies and procedures
2c	Awareness raising activities regarding reporting pathways for reporting discrimination including: • Dignity and Respect policy • Speak Out Reporting tool • Student Policies	Data on awareness levels regarding reporting pathways is currently not available	HR EDI Office of the VP Student Education and Experience Quality Office	Q2 2025 onwards	Biennial EDI survey shows increased awareness of reporting pathways for reporting discrimination

Strategic Goal 3

To ensure decision making processes related to EDI issues are informed by comprehensive data, collected using a variety of qualitative and quantitative methods.



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Action No.	Action	Rationale	Responsible	Start/End Time	Success Indicator
3a	Campaign undertaken to encourage staff to disclose equality related data	This data will allow for a detailed understanding of intersectional imbalances of aggregate staff profile data	HR	Ongoing	System operationalised
	Use Data Collected from HR on Gender & Ethnicity to understand current staff profile & trends		EDI		
	Present analysis at appropriate fora with actions agreed	Evidence informs further work on supporting race equality in systems and processes			Equality and intersectionality data systematically collated, analysed, reported and benchmarked by TUS
					Accurate information on ethnicity is collated
3b	Annual progress update on Race Equality Action Plan to Senior Leadership	Accountability required on work to progress Race Equality within TUS	EDI	Standing Item update on EDI Steering Committee Biannual updates to VP and Deans Council, Governing Body	Progress against Race Equality action plan tracked
3c	Gather data on the experiences of our ethnically diverse staff to inform decision-making and measure the impact of initiatives to support our staff	Evidence informs further work on supporting race equality in systems and processes	HR & EDI	Q3 2025	Action plan amended based on quantitative and qualitative analysis

Strategic Goal 4

To provide a supportive, inclusive, and welcoming culture for students and staff.



Strategic Goal 4 To provide a supportive, inclusive, and welcoming culture for students and staff.

Action No.	Action	Rationale	Responsible	Start/End Time	Success Indicator
4a	Induction for new staff includes sessions on Race Equality and information on trainings available: Bystander, Race in Higher Education and Intersectionality	Staff awareness of TUS commitment to supporting race equality	HR EDI	From Q4 2024 onwards	Staff surveys indicate high levels of awareness of TUS commitment to supporting race equality
4b	Review current images used in TUS promotions, literature and campaigns to ensure diversity is balanced and represented Develop guidance document to support diversity within promotional literature	Review has not been completed of this material	Marketing	From Q4 2024	Promotional literature and campaigns ensure ethnic diversity
4c	Ensure Open days and events have visible diversified representation	Anecdotal evidence suggests that students from ethnic minority backgrounds don't see a career path for themselves in Higher Education as they don't see staff who look like them within TUS	Marketing	From Q4 2024	Students from ethnic minorities can see a career path within TUS

Strategic Goal 5

To inform and educate the TUS community about EDI, and ensure that front line staff, line management, and senior leadership have access to appropriate training in supporting diversity and inclusion.



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Action No.	Action	Rationale	Responsible	Start/End Time	Success Indicator
5a	Develop a webpage on Race Equality in 'plain English' ensuring universal accessibility to content Race Equality Resource suite available on Moodle and on Lib guides Publicise the HEA Anti Racism Principles throughout TUS through audio visual material	Need to communicate our work on Race Equality within TUS and to wider public	EDI Manager	Q1 2024	Increased staff & public awareness of TUS commitment and work on supporting Race Equality
5b	General All Staff Training on Race Equality held online with Digital Badges available for self-learning courses Trainings to include: - Let's Talk Race in HE - Unconscious Bias Trainings - Empathy Training - Training on stereotyping and impact on us and others	Staff feel equipped to talk about race equality in the workplace and in learning environments	EDI Office	Ongoing	Metrics of attendance / engagement Qualitative and Quantitative recorded and reported on in EDI annual report
5c	Promote EDI in Curriculum Charter and toolkit with Academic staff through CPID and Departmental level sessions on race equality	Academic Staff awareness and understanding of TUS work on Race Equality Academic Staff feel equipped to talk about race equality in the workplace and in learning environments	Centre for Pedagogical Innovation and Development (CPID) HoDs EDI	Ongoing	Metrics of attendance / engagement Qualitative and Quantitative recorded and reported on in EDI annual report
5d	Develop biennial sessions on race equality with TUS Management	TUS Management awareness and understanding of TUS work on Race Equality TUS Management feel equipped to talk about race equality in the workplace and in learning environments	EDI Office	Biennially, Q2	Metrics Qualitative and Quantitative recorded and reported on in EDI annual report

Strategic Goal 5 To inform and educate the TUS community about EDI, and ensure that front line staff, line management, and senior leadership have access to appropriate training in supporting diversity and inclusion.

Action No.	Action	Rationale	Responsible	Start/End Time	Success Indicator
5e	Consultations with PMS staff inform development and delivery of targeted race equality sessions	Staff awareness and understanding of TUS work on Race Equality Staff feel equipped to talk about race equality in the workplace and in learning environments	EDI	Q2 2025	Development of targeted sessions for PMS staff
5f	Develop and deliver race equality training for students	Student awareness and understanding of TUS work on Race Equality	EDI Office Office of the VP for Student Education and Experience	Q1 2025 onwards	Metrics Qualitative and Quantitative recorded and reported on in EDI annual report
5g	Hold an annual TUS Anti Racism Week with events on all campuses. Consider a local figure/action that happened to anchor this focus on anti racism	Staff awareness and understanding of TUS work on Race Equality Staff feel equipped to talk about race equality in the workplace and in learning environments	International office EDI Office of the VP for Student Education and Experience	Ongoing	Increased staff awareness of TUS commitment and work on supporting Race Equality
5h	Conduct an audit of campus facilities from a cultural perspective, and develop guidance for staff and students on facilities and reasonable accommodations for those observing specific religious/ cultural commitments	There is currently no audit of facilities from a cultural perspective. There is no guidance on reasonable accommodations for staff and students observing specific religious/cultural commitments	EDI Office Estates Office HR Office of the VP for Student Education and Experience	AY 25/26	Planned works stemming from audit of campus facilities completed Staff and students awareness of guidance document on reasonable accommodations for those observing specific religious/cultural commitments

Strategic Goal 6

To drive innovative practices on EDI through research.



Strategic Goal 6 To drive innovative practices on EDI through research

Action No.	Action	Rationale	Responsible	Start/End Time	Success Indicator
6a	Source EDI funding for research initiatives	Increased funding required to advance TUS work on supporting race equality	EDI	Ongoing search for additional funding for race equality work	Increased funding available for Race Equality work within TUS
6b	Promote Race Equality Projects through the EDI Project Fund	EDI Project fund provides an opportunity to support innovative small scale race equality work	EDI	Annually, Q4	Successful Race Equality projects showcased within TUS and externally. Increased staff awareness of TUS commitment and work on supporting Race Equality