



# Opportunities & Challenges for Equality, Diversity & Inclusion

A strategic overview

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**Diversity is a fact.** All staff and students have diverse identities, needs and backgrounds. Our university community benefits from this diversity, and we must collectively respect it and respond to it in order to foster inclusion and equality.

**We are on an EDI journey.** From our early focus on gender equality, we have expanded into the areas of sexual harassment and violence, universal design and accessibility, and race equality. The areas of disability and socio-economic disadvantage require more emphasis. We are also increasingly focused on intersectionality across all of these areas.

**We have demonstrated that Galway can take leadership on EDI issues at a national level, for example in race equality.** In an increasingly divided world, we are an important public voice for inclusion and cultural understanding. EDI will continue to be a defining characteristic of our graduates and of our impact on the world in the years ahead.

**The next five years will need a focus on bridging the implementation gap between policy and practice.** We need to integrate EDI into the mainstream by design and ensure collective responsibility. This will require engagement across our community, an emphasis on embedding cultural change and accountability.

**Progressive gains need to be sustained.** We can point to a range of successes in policy, additional supports, appointments, data capture and performance metrics. However, it is critical that EDI objectives are integrated across the Values-led institutional strategy and within cross institutional strategies to maintain progress. This requires sustainability in terms of resources and engagement.

