Irish Clinical Academic Training (ICAT) Programme

Equality, Diversity, and Inclusion Policy

1. Introduction

In the ICAT Programme we are committed to fostering an environment that promotes equality, diversity, and inclusion (EDI). This policy outlines our commitment to ensuring fairness, respect, and opportunities for all individuals, regardless of their background, identity, or characteristics. We firmly believe that a diverse and inclusive academic community enhances creativity, innovation, and academic excellence. This policy applies to all members of the ICAT Programme, including ICAT Fellows, the Executive Team, Supervisors and Mentors.

2. Policy Statement

Our PhD programme is dedicated to upholding the principles of equality, diversity, and inclusion in all aspects of academic and social life. We are committed to:

a) Equal Opportunities: Ensuring that all individuals have equal access to opportunities, resources, and support needed to thrive in their academic pursuits.

b) Non-Discrimination: Prohibiting any form of discrimination, harassment, or victimization based on age, race, ethnicity, nationality, gender, sexual orientation, disability, religion, socioeconomic background, or any other protected characteristic.

c) Inclusive Environment: Cultivating an inclusive and welcoming atmosphere that respects diverse perspectives and backgrounds, enabling all members to contribute to the community.

d) Fair Recruitment: Implementing transparent and equitable recruitment processes that consider individual merits, potential, and qualifications without bias.

e) Supportive Supervision: Providing guidance and support to students that respect their individual needs and foster a positive research environment.

f) Accessibility: Ensuring that the physical and digital infrastructure of our programme is accessible and accommodating to individuals with disabilities.

g) Celebrating Diversity: Acknowledging and appreciating the contributions of individuals from diverse backgrounds, cultures, and identities.

3. Responsibilities

a) Programme Leadership: The ICAT Executive Team is responsible for fostering an inclusive culture, monitoring EDI progress, and addressing any challenges that arise. The ICAT EDI Working Group monitors diversity in the ICAT Programme, advises on the recruitment process and advocates for positive changes to research culture.

b) Supervisors and Mentors: ICAT Supervisors and Mentors are expected to actively promote and support EDI principles, treat all individuals with respect, and address any incidents of discrimination or harassment promptly. The ICAT Dignity and Respect Policy which is published on the ICAT website.

c) Fellows: ICAT Fellows are encouraged to uphold EDI principles, respect their peers and colleagues, and report any concerns related to discrimination or harassment.

4. Reporting and Confidentiality

Any incidents of discrimination, harassment, or unfair treatment will be taken seriously and dealt with promptly. Where appropriate, the first point of contact should be the ICAT Programme Manager(s) or an ICAT Mentor. An alternative point of contact is a member of the current ICAT Executive Team. Confidentiality will be maintained throughout the investigation process.

Each ICAT partner university has established policies and procedures for addressing issues in a formal manner; members of the ICAT programme should familiarise themselves with these policies. The ICAT Executive Team may advise that a complaint is pursued through an institution's procedures.

5. Monitoring and Review

The ICAT Programme will regularly review its EDI policies and practices to ensure their effectiveness and identify areas for improvement.

6. Collaboration

We will collaborate with other academic institutions, organisations, and communities to share best practices, resources, and promote wider progress in EDI within academia.

7. Conclusion

This Equality, Diversity, and Inclusion Policy reflects our commitment to creating an inclusive, supportive, and intellectually stimulating environment for all members of the ICAT Programme. By embracing diversity and treating everyone with respect and fairness, we aim to empower individuals to reach their full potential and contribute meaningfully to their academic journey and society at large.