

A World
Leading SFI
Research
Centre



EQUALITY DIVERSITY & INCLUSION

TOGETHER WE CAN

Action Plan
Jan 2023 / Jan 2024



VistaMilk

EDI Foreword

VistaMilk prides itself on delivering fundamental and translational scientific excellence. It continues to achieve this through strong collaboration and teamwork of its dedicated and driven staff. However, excellence is not dictated by a single act, but instead by habits. Equality, diversity and inclusion is also not dictated by a single act, but instead a culture, a culture which embraces and celebrates diversity. VistaMilk will continue to develop and shape its culture to empower its staff and stakeholders to learn and appreciate diversity in its many shapes and forms. A recent cultural audit of VistaMilk staff revealed a very high level of satisfaction with the culture at VistaMilk but also identified areas which could be improved upon.

Being part of the VistaMilk equality, diversity and inclusion committee has been especially rewarding at a personal level. It is so true that the more we

learn in a specific area like science, often the less we know in other areas; also, we start to lose touch with things we fail to actively use or engage with. Through our equality, diversity and inclusion strategy, the VistaMilk management team hope to capture some of the natural inquisitive characteristics of scientists to appreciate how creating a more inclusive and equitable center can in fact add to our mission of scientific excellence; benefits include greater participation, greater motivation, stronger and more fruitful collaborations, new insights and perspectives, all culminating into better science.

This insightful report is the testament to the hard work of the VistaMilk equality, diversity and inclusion committee supported by the respective institutions. Consistent with the ethos of VistaMilk, we will travel the educational journey together with the knowledge of a better and more inclusive future.



Context for Equality, Diversity and Inclusion

The importance of diversity is not a new concept to the Research Performing Organisations (RPOs) across VistaMilk. However, VistaMilk itself is striving to improve the engagement in activities surrounding Equality, Diversity and Inclusion (EDI), and therefore felt there was a need for the creation and deployment of our own EDI action plan.



Donagh Berry

Donagh Berry
VistaMilk Director



EDI Vision Statement

VistaMilk aims to create a culture that respects and values each other's differences, while providing the means for individuals to develop and maximise their true potential.



EDI Mission Statement

VistaMilk is committed to being an organisation that recognises the value of diversity among its staff and researchers, where everyone feels included and valued irrespective, and indeed because of their uniqueness.

Preface



The importance of equality, diversity, and inclusion (EDI) in today's rapidly evolving workplace cannot be overstated. Companies prioritising these values tend to have more engaged, productive, and innovative teams. EDI initiatives ensure that employees are treated respectfully and fairly, regardless of gender, ethnicity, race, religion, sexual orientation, health condition or impairment, neurodivergence, or age.

Creating a culture of inclusion means recognising and embracing the differences that make each person unique. A diverse workforce brings many perspectives, ideas, and experiences, leading to more creative and dynamic problem-solving. This can result in greater innovation that better meets the needs of increasingly diverse stakeholders.

For VistaMilk, fostering a culture of EDI is crucial for maintaining an engaged and productive research centre, attracting and retaining world class researchers, ultimately achieving greater success

and sense of community. VistaMilk must commit to creating an environment that values and supports everyone, celebrating diversity in all its forms.

The VistaMilk EDI committee have put great consideration into the development of a new EDI action plan to move the organization in the right direction. This plan has the potential to create a greater impact on staff members by improving the workplace culture, fostering inclusivity, and providing equal opportunities for all. It is important to note that EDI is an ongoing process that requires the dedication and commitment of all employees. By embracing EDI values, VistaMilk can create a more dynamic and innovative workplace that celebrates diversity and promotes equality for all.

This report is a testament to VistaMilk's dedication to creating a more inclusive environment, consistent with its ethos of excellence.

EDI Committee



Cheryl Nolan
Cheryl Nolan
Chair



Hazel Peavoy
Hazel Peavoy
Chair



Lorraine Brennan
Lorraine Brennan



Donagh Berry
Donagh Berry



Philip Owens
Philip Owens



Linda Giblin
Linda Giblin



Lizy Abraham
Lizy Abraham



Szymon Urbas
Szymon Urbas



John Kenny
John Kenny



Gerry Mouzakitis
Gerry Mouzakitis



Paul Albert
Paul Albert



Billy McCarthy
Billy McCarthy



Elena Hayes
Elena Hayes



TJ McAuliffe
TJ McAuliffe



Actions



Governance, Oversight and Administration

Create an EDI action plan for VistaMilk and monitor the overall impact of the plan. Create a diverse EDI committee that is a representation of VistaMilk, to govern and administer the action plan.



Training and Development

Inform and educate the VistaMilk community in relation to Equality, Diversity and Inclusion. Monitor and record the uptake of EDI training in VistaMilk.



Communication and Engagement

Ensure that the VistaMilk vision & mission for EDI is communicated clearly and effectively. VistaMilk will continually strive to improve inclusivity by creating an annual action plan that will be updated based on a series of surveys (EDI training & impact, Diversity in the workplace & cultural audit).

Strategic Objectives

The following strategy comprises a comprehensive set of actions which are designed to focus on the early stage integration of EDI within VistaMilk.



Support staff and researchers in working to achieve a culture of Equality, Diversity and Inclusion.



Demonstrate leadership on Equality, Diversity and Inclusion, internally and externally across VistaMilk.



Promote the engagement of all staff and researchers of VistaMilk, encouraging inclusion across all groups.





A: Governance, oversight and administration

Action: To develop an action plan, with milestones and resources, from Jan 2023 to Jan 2024. Survey all staff (and the committee) on EDI training and impact.

Success Factors:	<ul style="list-style-type: none"> Action plan in place by March 2023 Survey all staff on EDI awareness and requirements for EDI training Survey all staff on diversity in the workplace/centre (separate out the committee from the results, to consider their diversity and ensure a correct level of governance). Annual cultural audit to be undertaken. Monitor the impact of the action plan during VistaMilk I. Better understand barriers to inclusion for VistaMilk II. Development of an EDI action plan for 2024.
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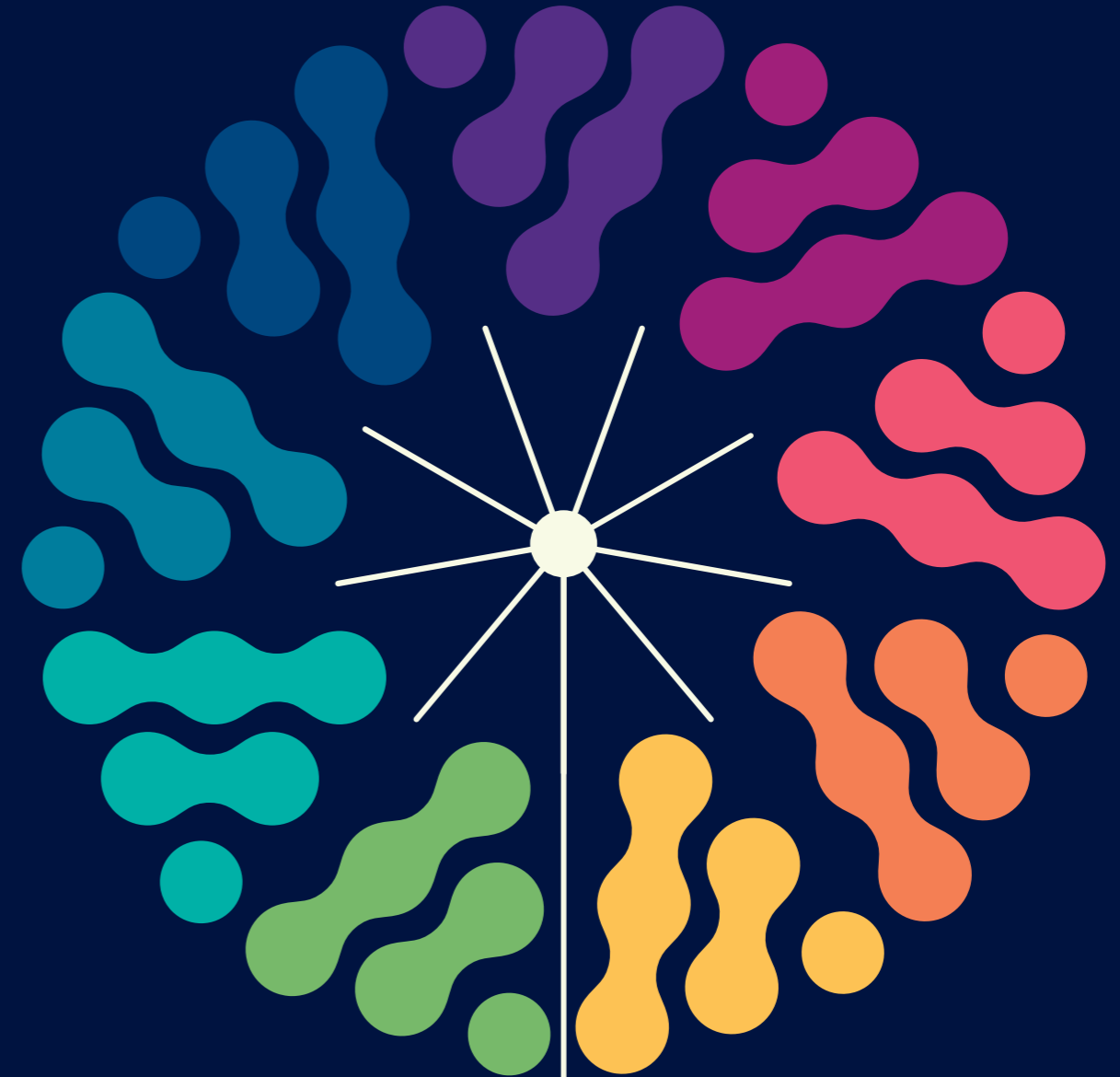
Issue	Action	Deliverable	Objective	Timeline
VistaMilk does not have any clear actions around EDI	Develop an action plan with milestones and resources assigned to achieve these actions	EDI committee to create an action plan.	1	Feb - March 2023
		Bring action plan to the executive for inputs, approval and endorsement.	2	Feb - March 2023
		Peer review action plan and publish to all staff (website etc)	3	Feb - March 2023
EDI activities are not currently being monitored, nor are barriers to inclusion being considered.	EDI impact survey & training requirements	Report all survey results on an on-going basis at the EDI committee, monthly updates, ops team meeting, executive committee and VistaMilk board.	1, 2, 3	On-Going
	Diversity in the workplace/centre survey.			
	EDI cultural audit			
Vistamilk does not have an EDI framework for bringing about changes in the area of Equality, Diversity and Inclusion	An annual action plan will be put in place for VistaMilk I in a consultative way to ensure commitment from the VistaMilk community.	This action would ensure continuous improvement and commitment by all staff to EDI across VistaMilk	1, 2, 3	Feb - April 2023
	Strategy for VistaMilk II	EDI committee representing all staff will draft an EDI Strategy. Shared and approved by the executive committee. Strategy published in VistaMilk II.	1, 2, 3	September 2024
Horizon scanning of EDI comparisons has not been undertaken	Undertake horizon scanning (e.g. international standard, athena swan, census etc)	Use the findings to position the action plan for 2024.	2	September 2023 - December 2023

B: Training and Development

Action – to educate and inform all staff across VistaMilk on EDI.

Success Factors:	<ul style="list-style-type: none"> VistaMilk will provide training based on a gap analysis of the training provided at the RPOs. The results will be obtained from a training survey. All VistaMilk staff will be encouraged to undertake EDI training available at each RPO. Staff will be encouraged to undertake at least 1 EDI training. EDI committee members will have undertaken 2 EDI trainings in 2023. Training of all staff will be monitored and recorded throughout 2023.
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Issue	Action	Deliverable	Objective	Timeline
The VistaMilk community requires EDI training	Advertise individual RPO training for the wider VistaMilk community.	All VistaMilk staff will be encouraged to undertake EDI training in 2023.	1, 2, 3	Jan - Dec 2023
	Provide EDI training to all VistaMilk Staff, that is currently not available at the RPOs.	Targeted EDI training will be provided to all staff.	1, 2, 3	Jan - Dec 2023
	Engage and promote mental health training, on a one2one basis, to support all VistaMilk staff.	Targeted training in mental health will be provided by VistaMilk to ensure we step forward as leaders of Equality, Diversity and Inclusion in the SFI Centres.	1, 2, 3	Jan - Dec 2023



C: Communication and engagement

Action – To ensure all VistaMilk staff are aware of the EDI action plan and the activities included.

Success Factors:

- Cultural audit to be undertaken
- EDI survey on impact and training to be undertaken.
- EDI survey on diversity in the workplace to understand the diversity of the centre.
- Communication plan developed and published in 2023.

Issue	Action	Deliverable	Objective	Timeline
While VistaMilk has undertaken a cultural audit, this should be done on an annual basis.	To review all questions prior to the survey going out.	Undertake a survey and publish results. Discuss results with the EDI committee, ops team, the executive and VistaMilk board. Use the resulting data in our decision making processes on EDI.	1, 2, 3	October 2023
In 2023, further surveys will be undertaken to help us understand the diversity of the centre, and will also help us become aware of our EDI training needs.	Develop an EDI survey, on impact and training needs.	Undertake survey and publish results	1, 2, 3	March - October 2023
	Survey all staff and the EDI committee (annually) to understand the diversity in the workplace/centre.		1, 2, 3	
Currently there is no cohesive plan for marketing EDI activities.	Create a communication plan to increase visibility of EDI across VistaMilk.	A communication plan will be developed in line with the action plan and published.	1, 2, 3	On-Going



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