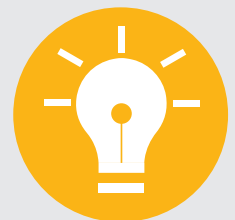




Ollscoil Chathair
Bhaile Átha Cliath
Dublin City University

Our DCU Workshops

2021 Report





Our DCU Workshops

To support the delivery of the University goal to **Value and develop our staff community** a series of 90 minute workshops regarding the **Our DCU Programme** were hosted via Zoom in Q4 2021. In the workshops, participants were given the background to **Our DCU Framework** and **Our DCU Implementation Plan** and some of the activities completed to date. Details of some of the challenges to delivering on the plan were also shared, including the impact of the Covid-19 pandemic.

During the workshops, colleagues participated in breakout sessions to explore the 5 pillars that underpin **Our DCU Framework**, namely **Culture, Connection, Dialogue, Recognition and Wellbeing**. Staff agreed (by over 94%) that the pillars are still very relevant and provided feedback as to how we might take each of the five pillars forward.

Summary of Workshop Outputs

1. Key Findings

Overall the workshops proved that **Our DCU Programme** is valued and is making a difference to the culture at DCU. However, it is also very clear that more work needs to be done to strengthen the impact of the programme through the ongoing review and implementation of the **Framework and Implementation Plan** and other University wide initiatives that support the development of a staff community.

2. Summary of Recommendations Arising from the Workshop

Based on the feedback, the following high level recommendations were made:

2.1 The University Values

Development and rollout of a programme dedicated to embedding the DCU Culture and Values and help all colleagues throughout the University to connect with them.

2.2 Pandemic

Explore and implement (as appropriate) changes made during the pandemic that have had a positive impact on the staff view of a sense of community.

2.3 Connection

Expand on the University **Mentoring Programme** as well as **Networking events** at a University, Faculty, School and Unit level to increase structured opportunities to connect with colleagues.

Explore the value of maintaining virtual on-line events and meetings where it makes sense, but ensure this is balanced with the need to retain face-to-face and in-person connections for social, networking, collaboration or certain learning and development opportunities.

2.4 Dialogue

Continuation of the President's All Staff Email which is viewed as an invaluable communication channel.

Promote awareness of participation opportunities for colleagues to 'feed into' discussions on matters across the University that are relevant to them.

Explore the introduction of different platforms or forums where staff can connect and communicate with each other informally and share what's happening in their areas.

2.5 Recognition

Foster and embed a culture where both colleagues and managers positively call out and recognise each other and team members for the small acts. It is clear that the small gestures are as meaningful for staff as the more formal University Recognition and Awards Schemes which have proved very successful.

2.6 Wellbeing

Develop of a coherent Staff Wellbeing vision at a University level. (It was acknowledged that there is a lot happening in different areas across the University, but this needs to be consolidated into a clear vision and plan).

Ensure staff are given the space and time at department level to participate in Wellbeing Activities. We should also look to expand further on the suite of Wellbeing activities that are available to staff.



3. Conclusion

Overall the workshops proved that the **Our DCU Programme** is valued and is making a difference to the culture at DCU. COVID-19 has presented challenges to how much of a community connection there is, but it has also thrown up new ways of connecting with colleagues that in some cases are preferred.

There are plenty of initiatives underway which colleagues would like to see even more of: DCU Virtual Book Club, EDI Workshops and Events, All Staff Updates, President's Awards, EAP, to name a few. Some areas where the Our DCU programme could enhance what is already there include; more connection to our Values and ways of recognising colleagues.

What was particularly testament to what the programme has achieved so far is that any of the areas where people felt we could focus on less, were correlated to an area where we could try something different. This gave a real sense that the programme is focusing on the right things but may need to adjust the approach to some key topics which are important and valued by staff.

In conclusion, the workshops gave rise to many new and different ideas which can be taken forward in tandem with the outputs from the **Staff Engagement, Diversity and Inclusion Survey** to be fleshed out further in the mini-fuse event which will take place later in 2022.

