

Video transcript

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My name is Elaine O'Reilly, and I'm a research scientist in the School of Chemistry at UCD. I'm also the head of Equality, Diversity and Inclusion in the School. I would like to tell you about our RISE initiative.

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Racism, discrimination, and ethnic inequalities exist in the chemical sciences just as they exist in wider society.

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A recent report from the Royal Society of Chemistry, called The Missing Elements Report, shows that we are failing to retain Black chemists and those from minoritized ethnicities

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meaning they are underrepresented at senior levels in chemistry. When I read the Missing Elements report, I see enormous parallels with the challenges that face women in the chemical sciences and universities have gone to great lengths in recent years to address the gender imbalance.

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We must now put the same energy into addressing the lack of Black chemists and those from other minoritized ethnic backgrounds who are taking up senior roles in academia and in industry, in the chemical sciences.

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While we see some diversity in the early years of the undergraduate degree, we have a leaky pipeline, and we are not seeing this diversity filter through to our Ph. D. Programs. Postdoctoral research, academic positions, technical posts

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and roles in industry.

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Now University College Dublin, Technical University, Dublin, Trinity College, Dublin, and Dublin City University are coming together to try and tackle this leaky pipeline. Our RISE programme, supported with funding from the Royal Society of Chemistry, aims to address these inequalities right at the beginning of your undergraduate degree.

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The program will mentor you, provide opportunities for technical and research placements to strengthen your CV, provide you with mentors and role models who will support and advise you. It will provide paid placements in your home university and in the neighbouring Dublin universities. To ensure these opportunities are accessible to those with personal or family responsibilities.

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The Rise programme is not there to give under-represented groups an unfair advantage. It's there to try to address the enormous discrimination and inequality that causes this leaky pipeline.

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If you identify as black, or from a minoritized ethnic background, and you would like to strengthen your research and technical skills, surround yourself with a cohort of peers and mentors, and place yourself in a strong position to compete for postgraduate positions in the future, RISE could be for you.

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For more information about this initiative. Please contact me or get in touch with the RISE contact in your home university.