



School of Chemistry Equality Diversity and Inclusion Update April - 2021

The Equality, Diversity and Inclusion (EDI) committee in our School is committed to providing an environment where everyone can thrive with equal opportunities and equal expectations for individuals, regardless of their gender identity or expression, race, culture, sexual identity or any other attribute.

What a fantastic weekend for Trinity

This Saturday, 10th of April, Trinity was elected Prof. Linda Doyle as Trinity's new Provost. This is the first time in the university's 429-year history, that a woman will hold the role of Provost. As we look to the future of Trinity, we are delighted to see Professor Doyle holding the highest position in College. Professor Doyle not only received the majority vote from the staff electorate, but she also received the endorsement from the Postgraduate community. Professor Doyle acknowledged during her first address to College, that while it is "really wonderful" to be making history as the first female Provost of Trinity, she hopes "this becomes an ordinary thing and we're not talking about it in any exceptional way, that it just becomes normal for women to excel at all roles and in all walks of life." Visibility of role models and mentors has been shown to play an important role in pursuing scientific careers. According to our last survey (**Equality, Diversity and Inclusion** survey, Dec 2020/Jan 2021) 54% of our postgraduates (57% female and 52% male respondents) agree or strongly agree that they have access to suitable role models. While this is encouraging, 27% of female respondents and 22% of male respondents disagreed or strongly disagreed that women and men are equally visible as role models within the School of Chemistry. The EDI committee is taking action to promote the visibility of role models and enhance gender equality and diversity into our School.



Prof. Linda Doyle, elected Provost of Trinity College Dublin.

"But for me, I think it's really important that this is not an extraordinary thing anymore, that this becomes an ordinary thing and we're not talking about it in any exceptional way, that it just becomes normal for women to excel at all roles and in all walks of life."
[extract from Prof. Doyle's first address as Provost Elect]

If you have any ideas or suggestions, please email us at edi-chem@tcd.ie

Spotlight – Unconscious Bias

Unconscious Bias = The patterns, assumptions and stereotypes that are fixed in our brains that may affect our understanding, actions and decisions in an unconscious manner.



Being biased is part of who we are; **we are ALL biased** and have a **bias blind spot**. Unconscious Bias is a thinking habit, but it is not a value, nor a belief. Having a bias isn't something to be ashamed about. It is important that we all acknowledge the potential for bias and try to adopt strategies to combat our own bias. The School Executive and the EDI committee are committed to unconscious bias training for everyone in the School.

Unconscious Bias Courses and Resources

Below you will find a great selection of resources available for Trinity staff and students which focus on unconscious bias. Check what the research says about Unconscious Bias and what we can do to combat it.

Diversity, Inclusion, and Belonging for All – available through LinkedIn Learning



<https://www.linkedin.com/learning/paths/diversity-inclusion-and-belonging-for-all?u=2217001>

➤ Course 1: [Unconscious Bias](#)



COURSE
Unconscious Bias
By: Stacey Gordon · Released May 24, 2017
Learn how to understand and identify your own biases so that you can begin to make more thoughtful hiring, promotion, and interpersonal decisions in your everyday life.
602,112 learners

➤ Course 2: [Diversity, Inclusion, and Belonging](#)



COURSE
Diversity, Inclusion, and Belonging
By: Pat Wadors · Released Dec 18, 2019
Diversity, inclusion, and belonging (DIBs) is the foundation for equitable workplaces. Learn how to activate DIBs to build a more diverse, innovative, and productive organization.
484,217 learners

Creating a Gender Sensitive Institution – available through the [SAGE \(Systemic Action for Gender Equality\)](#) Project lead by Trinity Centre for Gender Equality and Leadership

https://www.tcd.ie/tcgel/international-projects/SAGE/creating_a_gender_sensitive_institution/index.php

This online course was developed to provide valuable knowledge for advancing gender equality in higher education, and for addressing gender imbalances in academia and research. Session 2 focusses on Unconscious Bias, and will help you to recognise your own biases, to identify them when making decisions, and to empower you to manage your own implicit biases.

➤ Session 2: [Unconscious Bias](#)

Additional Resources



Trinity College Dublin
Coláiste na Tríonóide, Baile Átha Cliath
The University of Dublin



Royal Society <https://www.youtube.com/watch?v=dVp9Z5k0dEE&feature=youtu.be>

'Recruitment panel' role play (CERCA) <https://www.youtube.com/watch?v=g978T58gELo>

www.shirepro.co.uk media tab Shire UB Introduction https://www.youtube.com/watch?v=zx_Vh0lowGU