



School of Chemistry Equality, Diversity and Inclusion Update April - 2022

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.

Equality, Diversity and Inclusion Survey 2022

Our School is committed to achieving equality, diversity and inclusion (EDI). A key part of this endeavour is continuing to implement the Ireland Athena SWAN Charter, Award and Action Plan activities at College and School levels. Collecting data, information and feedback through surveys, consultation and other means is crucial to developing an evidence base for our Athena SWAN actions, it helps to assess progress and identify areas that need more attention and focus. Trinity is running an Equality, Diversity and Inclusion (EDI) Survey currently to provide data on the environment, opinions and needs of the staff. This survey is important for both the College and the School with the School receiving a summary of the responses from School members allowing this to feed into the EDI committee and the School's Athena SWAN process and reducing the need for School surveys.

We would therefore like to encourage all staff (academic, administrative, technical and research) to participate in the Trinity 2022 Equality, Diversity and Inclusion (EDI) Survey. This year we want to increase our survey response rate and give everyone an opportunity to share their experiences.

The survey takes an average 10-15 minutes to complete and will remain open until 28 May 2022.

[Click here to access survey.](#) This is a strictly confidential survey, and responses are anonymous.

The School of Chemistry intends to run a survey later in the year to look at any issues missed by the TCD survey and to include postgraduates who are currently not included in the staff survey. We hope this will change in the future, as the opinions of our postgraduate community are important in the development of the School's EDI policies.

TCD Business School Seminar on Managing Diversity

Tuesday 3rd May 4.00 - 5.00 pm

The rise of globalisation and a shift to remote work over the last decade has led to an increased level of diversity amongst work teams. This change has led many human resource management professionals and leaders to ask the question: how do we best manage diversity within teams today and in the future?

Join our upcoming virtual panel discussion entitled 'Management and Leadership of a Diverse Workforce', where professors teaching on the MSc in Human Resource Management programme

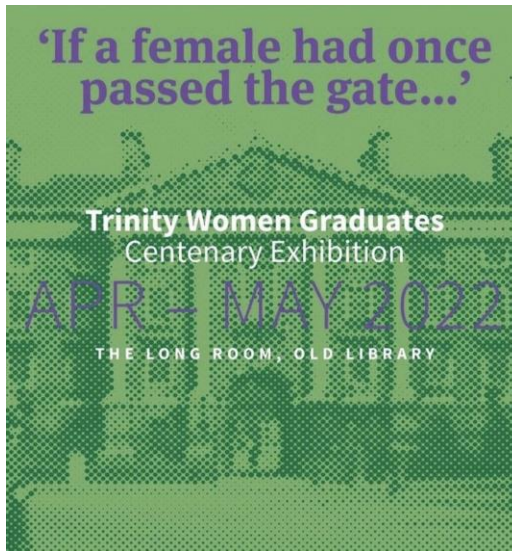


at Trinity Business School will discuss how Human Resource Managers and leaders can best support, celebrate and integrate diversity in teams.

The webinar will take place Tuesday 3rd May 4:00 pm - 5:00pm Click [here](#) to register.

The Centenary Exhibition – celebrating 100 years of Trinity Women Graduates

Launch: 27th of April 2022, Long Room, TCD



This year marks the 100th anniversary of Trinity Women Graduates (TWG), an association established in 1922, as a means to connect TCD women graduates. To celebrate this anniversary, Trinity College Dublin are hosting an exciting Centenary exhibition, showcasing a wonderful collection of correspondence, photographs and written recollections. These archived documents trace the long campaign for equality and celebrate the achievements of TCD's pioneering early women graduates and their stories. Read more [here](#) from Dr. Lucy Corcoran, TWG President.

The Centenary Exhibition is hosted in the Long Room of the Old Library, and will be launched by Provost Prof. Linda Doyle, on the 27th of April, remaining open until May 31st.

Future Events and Additional Resources

(UN)PRIVILEGED Photo Contest: Trinity College Dublin and Women in Research Ireland (WIRI) are hosting a non-profit photo contest aimed at raising awareness about social inequalities. The photo contest is entitled “(UN)PRIVILEGED” and is open for submissions until May 18th 5PM.

E-Learning module on equality and human rights in the public service: The Irish Human Rights and Equality Commission has launched a new online learning module for the Public Sector to protect equality of opportunity and eliminate discrimination for public sector staff and users. There are three units in the eLearning module. The module is self-paced, and can be accessed here: <http://elearning.ihrec.ie/>

To advance equality for women, use the evidence, Nature 604, 403 (2022): This recent views article, published in Nature on April 19th and written by Prof. Michelle Ryan, director of the Global Institute of Women's Leadership at the Australian National University in Canberra, highlights concrete measures that can advance equality for women in academia. Read the short article [here](#).

If you have any comments, issues you think we should be addressing or suggestions of actions, we would love to hear from you. Please email edi-chem@tcd.ie.