



School of Chemistry Equality, Diversity and Inclusion Update December - 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.

Speak Out Consent Tool



As a member of the Trinity community, you have the right to study or work in an environment which is free from bullying, harassment, and sexual misconduct. On 30th of November 2021, Trinity launched the Speak Out tool to report violence and sexual harassment. Speak Out provides the opportunity for you to make the University aware of incidents that you have either experienced or witnessed by reporting them anonymously. The Speak Out site collects information about incidents of bullying, harassment and sexual misconduct and the University will use this information to inform the development and delivery of activities aimed at raising awareness about [Trinity's Dignity and Respect Policy \(PDF\)](#) and [other initiatives \(PDF\)](#) in support of eliminating bullying, harassment, and sexual misconduct. Speak Out allows the University to direct you to helpful supports and provides information relating to a range of options that can assist you in dealing with incidents of a bullying, harassment and/or sexual misconduct nature.

Let's work together to achieve a zero-tolerance culture in our university among all students, staff and visitors.

You can find the *Speak Out* tool and relevant supports at www.tcd.ie/equality/speakout should you wish to use them. It is important to know that this trauma-informed tool is completely anonymous. This tool will allow people to have their voice heard, in a manner that is safe and secure. The data collected through the *Speak Out* tool will be used to inform policy and targeted educational initiatives, so it will benefit many.

You can watch a short *Speak Out* launch video [here](#).
For Irish Sign Language version, please click [here](#).



Enjoy the Holidays!

We would also like to take this opportunity to wish a Very Merry Christmas and a Happy New Year to all our staff and students. We appreciate the hard work and dedication the whole School community has shown during this very demanding year. We are all mentally tired and we hope everyone will take the opportunity to have a good rest over the holidays.



Available Training and Resources

EDI in HE

The EDI in HE programme aims to

- raise awareness of how equality, diversity, inclusion and human rights issues permeate organisational culture, and;
- understand what staff responsibilities are under Irish equality and human rights legislation.

It replaces the former LEAD (Living Equality and Diversity) programme and has been developed by the Irish Universities Equality Network, of which Trinity is a member. All staff are invited to take the training, as we all have a part to play in making Trinity a more equal and inclusive place. Staff with management responsibilities are particularly encouraged to take the training, and it is compulsory for all staff sitting on recruitment interview panels. Currently EDI in HE is not available to students but we are working hard to get this changed to allow all of our community to benefit. More information [here](#).

Current Activity

Equality and Diversity Website: We are currently creating an EDI page on the School of Chemistry website <https://chemistry.tcd.ie/equality-diversity/>. On this site we will post information, updates on activities and developments such as the policies we are developing.

If you have any comments, question or suggestions please email edi-chem@tcd.ie