



# School of Chemistry Equality Diversity and Inclusion Update June - 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.

## Athena SWAN – SILVER Application – Updated Timeline

Due to delays caused by the COVID-19 Pandemic, The School of Chemistry was eligible to apply for a 1 year-extension for the Athena SWAN award. This means that the deadline for the next Chemistry application will be April 2023. All Schools that currently hold an Athena SWAN award can apply for 1 year extension; Given this extension, the EDI committee has generated a new proposed timeline, outlining what we need to do and the time period in which we need to do it. We will keep you posted on the progress via our monthly update.



Figure depicting the EDI Committee Timeline for the Chemistry Athena SWAN Silver Application.

### Asking for Input

This will be the last update from the EDI committee until next semester (September 2021) and while we will be busy developing new policies and analysing data, we would welcome your input. We are therefore seeking input and suggestions for new actions and practices that could improve your experience in the School. If you have any ideas or suggestions, please email us at

[edi-chem@tcd.ie](mailto:edi-chem@tcd.ie)



## The Chemistry Education and Public Engagement (EPE) Symposium 2021

15<sup>th</sup> June 2021, 2pm to 4.30pm, Zoom

The EDI committee would like **to remind you to register** for the TCD Chemistry EPE Symposium. This is an annual showcase of the Chemistry Education and Public Engagement (EPE) activities and projects at Trinity College Dublin (TCD). The TCD Chemistry Postgrad Outreach module provides valuable training for scientific researchers in communication, presentation, education and public engagement skills. The module runs throughout the academic year and consists of internal and external lectures, work experience and group projects. The experience and skills gained by participants are transferrable to all career paths and many past participants have gone on to win prestigious awards for their communication skills. This training may also be beneficial for bench research in terms of increased citations through clear communication of our work so others can build on it.

This year, the symposium will feature a mix of guest speakers and presentations from the Outreach Module project teams. Module participants develop their 10-week projects using best practice from EPE research, ensuring that it is appropriate for their target audience. They also gain valuable insights into how their content is received by students and teachers through evaluations. They will also receive feedback from a panel composed of internal and external experts at the symposium. Please join them by registering at:

<https://tcd-ie.zoom.us/meeting/register/tJEoduCurT8oH9x1HhPdNG2wUGUPoj3QwJh1>

### Current Activity

*Survey analysis and Actions:* We are continuing to work towards the development of new actions to address areas of concern that were flagged during EDI survey (Dec 2020/ Jan 2021).

*Training on Career development/ CV writing/ Career opportunities:* You may be interested in the next session organised as part of the **Pathways to Funding (PWTF)** programme, taking place on 16 June 2021, 11 am (online). This section is dedicated to **Early-Stage Career Development: Establishing a research career through funding**, and it's organised by *David Fitzpatrick (CONNECT)*. This session, which is primarily aimed at early-stage postdoctoral researchers, is an overview of the key attributes necessary to become a competitive candidate for research funding that will help to establish a career and research independence. It covers all the main opportunities in Irish and European research funding landscapes. **To register please email: [ruth.baker@connectcentre.ie](mailto:ruth.baker@connectcentre.ie)**

*Appointment of postgraduates and postdoctoral researchers:* We are currently working on policies to provide standardised processes for appointment of researchers to ensure fairness and to provide statistics to analyse this.