



School of Chemistry Equality Diversity and Inclusion Update May - 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.

Spotlight – EDI Survey – Analysis Summary for the Postgraduate Student Category

The EDI committee is incredibly thankful to all the postgraduate students who have completed the Equality and Diversity Survey. Thanks to your participation, we have achieved a response rate of ~60%, meaning that we were able to generate meaningful data analysis and statistics. Please find below some of the main findings, across three categories. A complete statistical analysis will be available on the **redesigned EDI** webpage, that we are currently working on. Based on your feedback, we are in the process of creating new actions that could improve your experience in the School. We will keep you posted on the progress via our monthly update. If you have any further ideas or suggestions, please email us at edi-chem@tcd.ie

Virtual conference showcasing STEM researchers of Black/African descent in Ireland

The EDI committee would like to remind you to register for this virtual conference aimed to highlight the amazing work done by STEM researchers of Black/African descent in Ireland. The conference is organised by our own, Helene Mihigo and Adeyemi Rahman (School of Chemistry) and will have speakers from various disciplines in STEM, from Institutions across Ireland. Please find agenda [here](#). The virtual event will be held over **Zoom on the 14th of May from 10:00 am to 1:30 pm**. Registration is open until the 13th of May and can be done by following the Eventbrite link: <https://www.eventbrite.ie/e/virtual-conference-for-stem-researchers-of-blackafrican-descent-in-ireland-tickets-151477315729>.

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: As part of the EDI survey, one area that was identified by the PG cohort was the lack of PG modules that deal with CV writing, career development and opportunities. While at the moment we do not have a dedicated module, we have collated here a list of relevant training courses available to you, that you might find beneficial. We will also highlight these links on the School's website.

Trinity Student Learning and Development – PG info: <https://student-learning.tcd.ie/postgraduate/>
Careers Office info for graduates: <https://www.tcd.ie/Careers/graduates/>
Student-to-Student (S2S) – peer support initiative: <https://student2student.tcd.ie/>
Academic Practice: <https://www.tcd.ie/CAPSL/>



Module on academic teaching: <https://www.tcd.ie/CAPSL/professional-development/graduate-teaching/>
Additional professional development courses: <https://www.tcd.ie/CAPSL/professional-development/>
LERU summer school: <https://www.tcd.ie/graduatestudies/lerusummerschool/>
A great number of relevant courses are available via LinkedIn Learning: lil.tcd.ie

Student Parents and Carers: The EDI survey indicated that PG students are unaware of eligible parent and carer leave. At the following link you can find the most recent College [Policy on Supports for Student Parents, Student Carers and Students Experiencing Pregnancy](#).

Spotlight – Summary of the findings of the Equality, Diversity and Inclusion Survey - Postgraduate student category (Dec 2020/Jan 2021)

1. Workplace Culture

- The overall view of the culture of the School is quite positive with the majority agreeing with positive descriptors and statements to describe the workplace culture.
- 65% agree or strongly agree (66% female; 65% male) that PG students in the School are treated equally within the School regardless of gender (15% disagree or strongly disagree; 13% female and 17% male)
- 70% agree or strongly agree that the School supports diversity (66% female; 74% male).
- 70% agree or strongly agree (60% female and 83% male) that the School provides a friendly environment. (20% female disagree or strongly disagree; 13% male disagree or strongly disagree)
- 63% agree or strongly agree (70% female; 56% male) they can put their opinions forward (21% disagree)
- 77% (73% female, 82% male) think postgraduate demonstrating is beneficial for their career.
- The most disagreed with statement for both female and male PG students was “Women and men are equally visible as role models within the School of Chemistry”. 27% (8) of female respondents and 22% (5) of male respondents disagreed or strongly disagreed with this statement.
- 24% (7) of female respondents and 23% (5) of male respondents disagree or strongly disagree that they are recognized for contributions in teaching.

Proposed action: Introduction of certification for PG demonstrating to recognise contribution to teaching.

- 44% (10) of male respondents disagree or strongly disagree that the School is collaborative and 30% (9) of female respondents disagree or strongly disagree that the School is supportive.
- The biggest disagreements across all cohorts was that the School was non-stressful and transparent where 55% (29) and 46% (25) respectively disagree or strongly disagree.

2. Work-life balance

- 68% (19f and 17m) look at their emails out of hours, but do not feel pressure to respond. 23% (8f and 3m) do feel pressure to respond.

Related EDI action: “The Right to Disconnect” policy approved by the School (see March EDI update).

- 39% (12f and 8m) disagree or strongly disagree that they have achieved Work-Life Balance.
- 51% (14f and 12m) regularly work additional hours and 45% (14f and 10m) sometimes work additional hours. Of these, 56% (14f and 13m) disagreed that this additional work is recognised or appreciated by the School.

3. Family-related Leave

- 80% (23f and 17m) are not aware of the types of family related leave available in TCD.

Related EDI action: Publicise the College [Policy on Supports for Student Parents, Student Carers and Students Experiencing Pregnancy](#) to the School.