



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

AdvanceHE launch new Athena Swan charter

AdvanceHE who run the Athena Swan program have launched a new charter designed specifically for Ireland (<https://www.advance-he.ac.uk/equality-charters/international-charters/athena-swan-ireland>). Athena Swan's objective is to support higher education institutions, academic departments and professional units to undertake impactful and sustainable gender equality work. This new charter has a number of enhancements in its scope widening the remit to non-academic staff and intersectional issues. A clear objective of Athena Swan is to provide a framework for transformational change in the processes and culture of academic institutions, to put equality, diversity and inclusion at the centre of thinking and policy making.



The School of Chemistry is committed to following this approach, to enact policies and practices that reduce the possibility of discrimination and level the playing field for all. Our goal is to embed equality, diversity and inclusion at the heart of everything that we do. We started on this process in 2015 as one of the first University Schools in Ireland to be awarded a Bronze award which was renewed in 2018. The continuing process is to openly evaluate ourselves in terms of how we treat staff and students, make appointments, teach, examine, mentor and support people. From this self-assessment we will make specific targeted structural and cultural changes to make the School a more inclusive and compassionate place to work. This is a long-term process that is enhanced by the participation of all the stakeholders in the School and so we would ask for your help in identifying issues that we should be addressing.



Available Training and Resources

Disability Awareness Week 2021 (November 29th – December 3rd)

Trinity College is celebrating Disability Awareness Week from November 29th to December 3rd 2021, with events involving the Students' Union, Ability Coop, the Disability Research Network and Trinity Centre for People with Intellectual Disabilities. One of the organised events, scheduled for Thursday 2nd of December via Zoom, deals with *Uncovering Invisible Disabilities* - Invisible disabilities, or 'hidden' disabilities are disabilities which are not immediately apparent, yet make up a large proportion of students' disabilities in Trinity. Founder and director of Invisible Disabilities Ireland, Emily Larkin, will be giving a talk on understanding what an invisible disability is, as well as sharing stories as to overcoming invisible disabilities. This is only one of the engaging and informative events organised during the **Disability Awareness Week 2021**.

[See the full calendar of events here](#)

Don't forget to also visit the "Defining Disabilities" exhibition organised by TCD Students' Union, and Ability Coop, which runs all this week (until 3rd of December). Many paintings of Trinity Disabled Leaders done by artist Tara Kearns are on display. You will find them on the lower concourse of the Arts Building near the Ed Burke Theatre.

Postgraduate Advisory Service

The Postgraduate Advisory Service was established in 2009 to extend Trinity's historic and unique tutorial service to the postgraduate community. They offer free, independent, and confidential support, guidance and advocacy to registered postgraduate students at Trinity College Dublin. [Here](#) you can find a short video of interviews with staff and postgraduate students about their student experience and supports offered by the Postgraduate Advisory Service, as part of the **Lean On Us** campaign.

Current Activity

EDI Representatives: We are currently in the process of recruiting representatives for the EDI committee from the postgraduate and researchers categories. If you are interested in getting involved, please email edi-chem@tcd.ie.

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.

Teaching Experience for Researchers: We are currently working on new processes to provide teaching experience for researchers.

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