Trinity College Dublin
Coláiste na Tríonóide, Baile Átha Cliath
The University of Dublin

Equality, Diversity and Inclusion

Joel McKeever
(He/Him)

Equality Officer,
Equality, Diversity and
Inclusion Office

Why We Do It

Trinity's Strategy 2020-25 commits to:

"Make equality, diversity and inclusion a cornerstone of our ethos and practice across all aspects of College life"
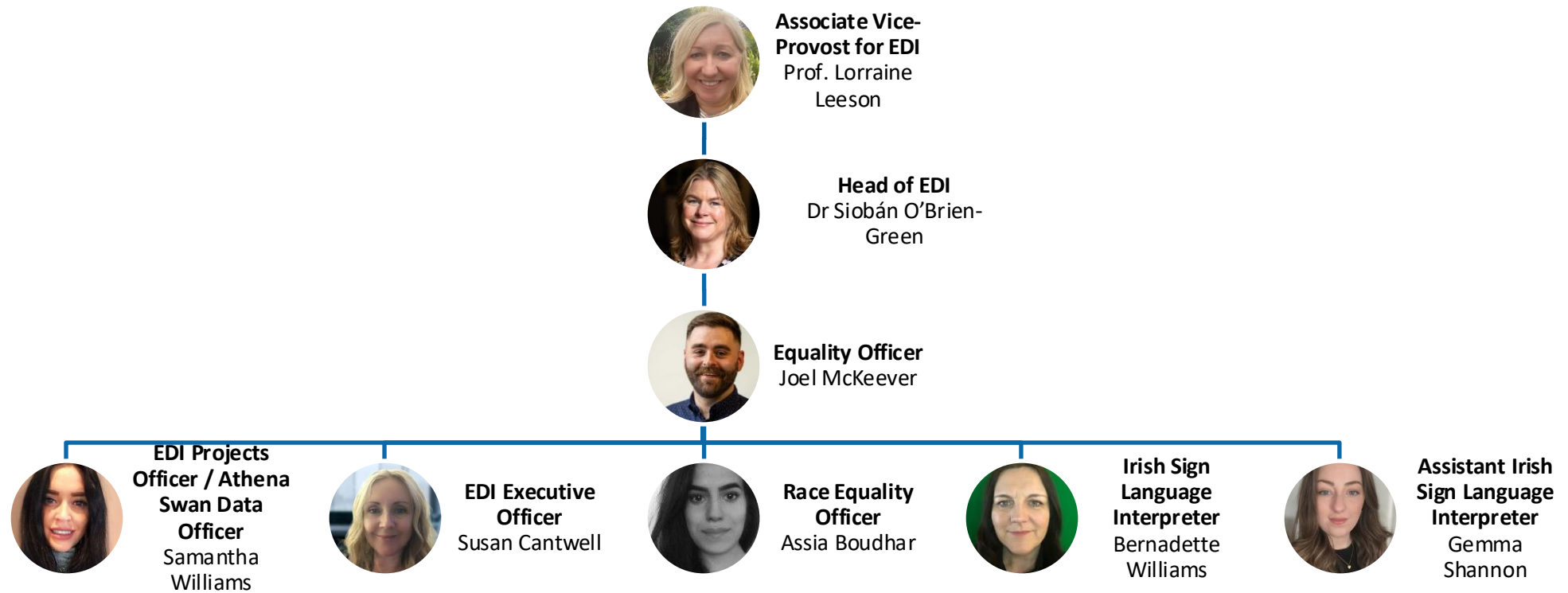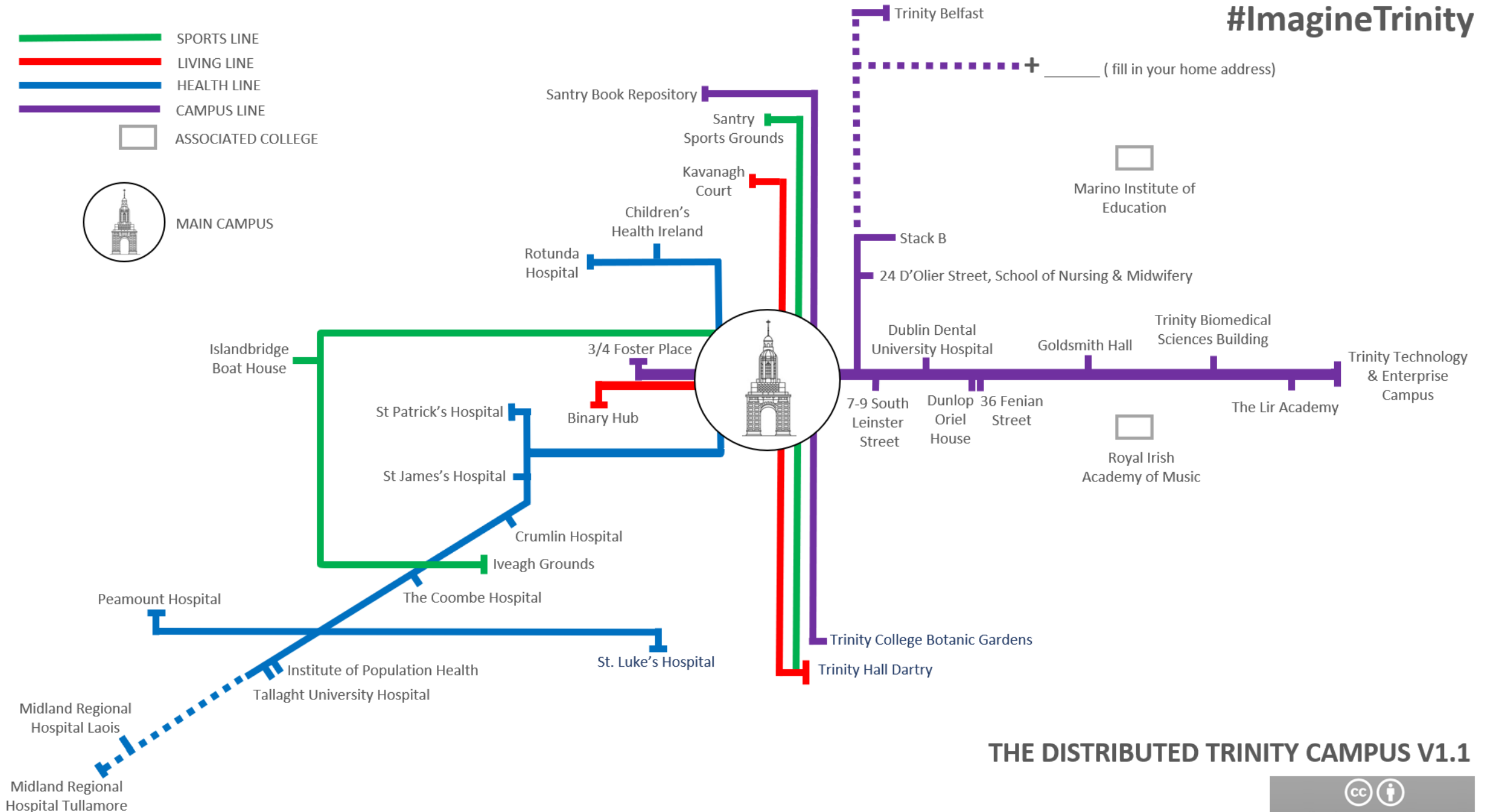
What We Do

» Actively working to create a fair and equitable Trinity community

» Leading local and national conversations that underpin our responsibility to create a meaningfully equitable and inclusive society

» Working at every level, from the daily life of students to the long-term future of the university

» More needs to be done

Equality, Diversity, and Inclusion Team

Associate Vice-Provost for EDI
Prof. Lorraine Leeson

Head of EDI
Dr Siobán O'Brien-Green

Equality Officer
Joel McKeever

EDI Projects Officer / Athena Swan Data Officer
Samantha Williams

EDI Executive Officer
Susan Cantwell

Race Equality Officer
Assia Boudhar

Irish Sign Language Interpreter
Bernadette Williams

Assistant Irish Sign Language Interpreter
Gemma Shannon

#ImagineTrinity

THE DISTRIBUTED TRINITY CAMPUS V1.1

9 Equality Grounds of the Equal Status Acts

Gender

Also encompasses all aspects of gender identity and gender expression

Marital Status

Family Status

Encompasses parents and all those with significant caring responsibilities

Age

Disability

Encompasses a broad range of disability inclusing physical, intellectual, learning, neurodiversity, and certain mental health or medical conditions

Sexual Orientation

Race

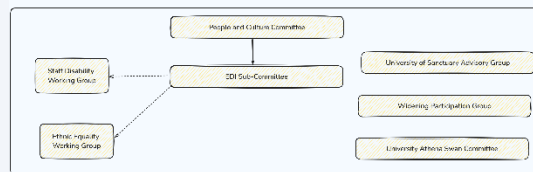Also encompasses ethnicity, nationality, and skin colour

Religion

Also encompasses all aspects of faith, including no faith

Membership of the Traveller Community

The Traveller community are also protected by the Race ground, as a formally recognised ethnicity (2017)
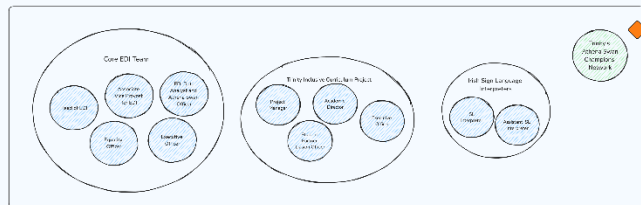
Socio–Economic Status
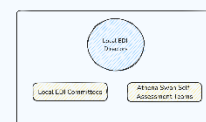
Trinity's Boards, Councils, and Committees

People and Culture Committee

Staff Disability Working Group

EDI Sub-Committee

University of Sanctuary Advisory Group

Ethnic Equality Working Group

Widening Participation Group

University Athena Swan Committee

External Organisations and Statuatory Bodies

Advance HE

Irish Universities Association (IUA)

LERU

Coimbra Group

Department of Higher Education, Research, Innovation and Science

Irish Human Rights and Equality Commission

Higher Education Authority

Ombudsman

Office of the Associate Vice Provost for Equality Diversity and Inclusion

Core EDI Team

Intersubstance Conflict Project

ISL/Sign Language Interpretation

Trinity Athena Swan Champions Network

Academic Schools

Local EDI Director

Local EDI Committees

Athena Swan Self-Assessment Teams

Human Resources

Student Services and Supporting Activities

Student Services (Overall)

Dignity, Respect, and Consent Service

Trinity DisAbility Service

Student Counselling Service

Trinity Access

Senior Tutors Office

Trinity Warden

Trinity Sport

TCDSU

Central Societies Committee
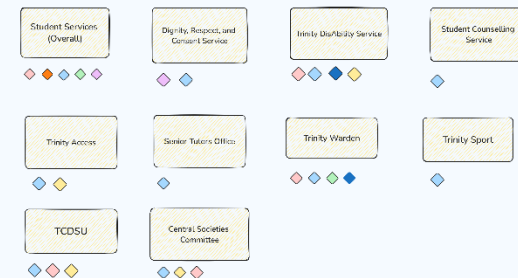
Other Units and Related Activities

Secretary's Office

Provost's Office

Bursar and Estates and Facilities

Registrar

DAISI Unit

Trinity Innovation

Trinity Research

TDA

Fellows

Junior Dean / Senior Dean

Trinity Global

Teaching and Learning

Sustainability

VPCAO / ASD / Other
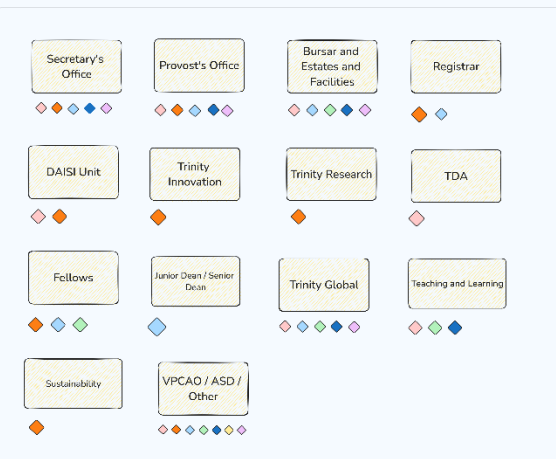
EDI Unit Engagement with Other Groups

◇ Race Equality Action Plan

◈ Athena Swan and European Commission Gender Equality Plan

◇ Public Sector Duty

◇ Universal Design [UD] Charter for Further and Higher Education

◈ Disability Act Compliance

◇ Widening Participation

◇ Dignity, Respect and Consent

This is an indicative overview of the key relationships that the EDI Unit has with other areas of College. The EDI Unit's remit is to enable Trinity to drive a coherent and cohesive approach to a wide array of EDI, human rights, and intersectionality priorities in line with both our strategic goals and our legal responsibilities. These priorities are cross-cutting, evolving, and require 'whole institution' collaboration to effectively enact.

Key Obligations in Ireland

» **Universities Act 1997** (requires education institutes to develop and implement equality policies)

» **Employment Equality Acts 1998 to 2015**

» **Equal Status Acts 2000-2018** (which bans discrimination on the basis of nine grounds and includes those attending or managing an education institute)

» **Higher Education Authority Act, 2022** Includes: An equality statement including gender equality- relates to <u>staff and students</u>

» **Irish Human Rights Equality Commission Act 2014** requires public bodies (including universities) to integrate a human rights and equality assessment into their strategic planning processes and outcomes (**Public Sector Duty**)

» **Public Sector Duty** Public Bodies' have a Statutory Duty under this Act to: Eliminate Discrimination, Promote Equality, and Protect Human Rights of Staff and Service Users.

# What do we want to achieve (Trinity's Strategy 2020-25)

» **Goal 1**: We will foster an ever more diverse and inclusive student community.

Key Action - 1.7 Embed a culture of equality, inclusion, respect and dignity across all aspects of our operations to provide a foundation for the flourishing of all our students regardless of their background through instituting a robust Equality, Diversity and Inclusion strategy
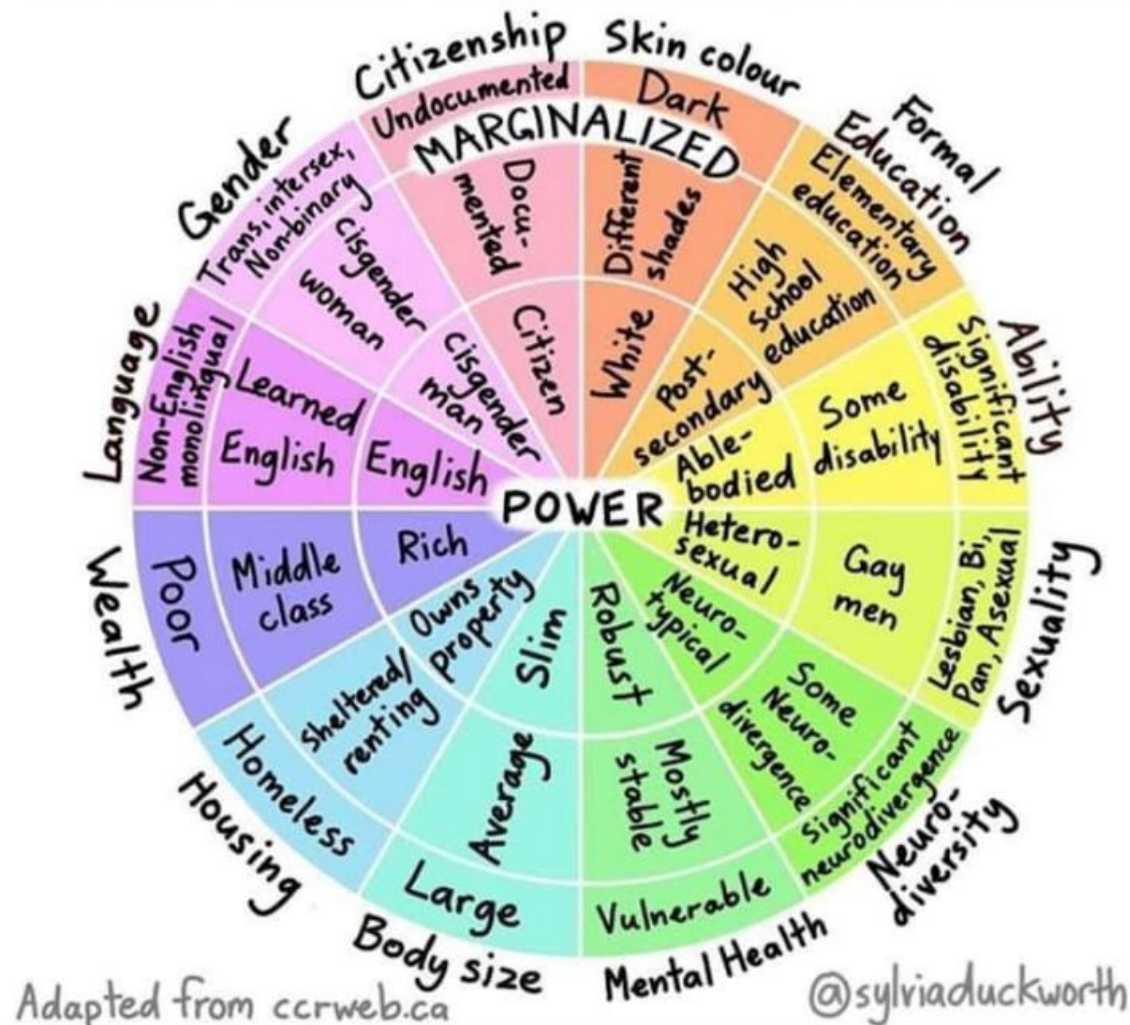
» **Goal 8:** We will be one Trinity community.

Key Action - 8.2 Make equality, diversity and inclusion a cornerstone of our ethos and practice across all aspects of College life by instituting a robust EDI strategy and action plan.

An intersectional approach
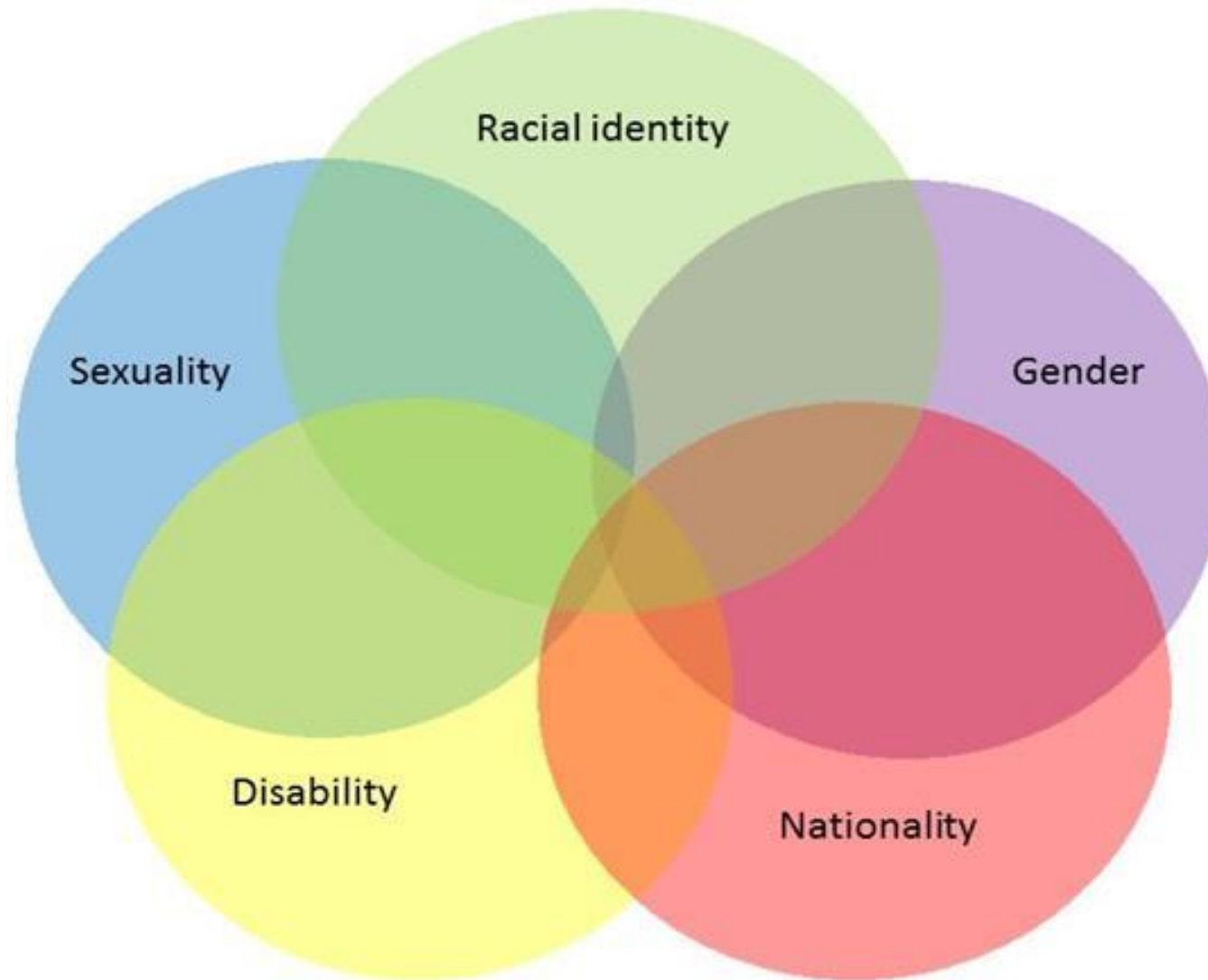
An intersectional approach

Key Policies in Trinity

» **Trinity's Equality Policy**

» **Dignity and Respect Policy & Sexual Misconduct Policy**

» **Policy on Supports for Student Parents, Student Carers and Students Experiencing Pregnancy**

» **Gender Identity and Gender Expression Policy**

» **Disability-related policies and procedures including:**

  • Accessible Information Policy

  • Reasonable Accommodation Policy for students

  • Irish Sign Language (ISL) Interpretation and Policy

What do we want to achieve (Trinity's Strategy 2020-25)

» **More Key Strategy Actions:**

» 1.1 Pursue strategies to ensure that by 2025, over 30% of our students will come from outside of Ireland, up from our 2016/17 baseline of 24%.

» 1.5 Increase access and ensure inclusivity. Students who have entered Trinity via the Trinity Access Programmes or the national HEAR and DARE schemes and other under-represented groups will make up 25% of our undergraduate population.

» 1.6 Ensure our diverse student community has access to state-of-the-art support with broader and more diverse catering offerings, including venues for preparing their own food.

» 1.7 Embed a culture of equality, inclusion, respect and dignity across all aspects of our operations to provide a foundation for the flourishing of all our students regardless of their background through instituting a robust Equality, Diversity and Inclusion strategy.

» 1.9 Engage the wider university community in empowering students with disabilities.

Types of student queries and cases presenting to/contacting Equality Officer

**Range of issues, concerns, complaints, queries, often related to gender identity or SV/SH.**

And my responses:

» Have you spoken to/met with/emailed/connected with your Tutor?

» Trinity Counselling Service

» Trinity Health Service

» College Solicitor

» SU

» AR/Global

» Speak Out Reporting Tool https://www.tcd.ie/equality/speak-out-/

» Outside agencies/services to Trinity

Race Equality Officer

My name is Assia Boudhar, I am Trinity's Race Equality Officer, as part of the EDI team. My role includes:

- Advancing race equality policy and practice under our Race Equality Action Plan.

- Supporting staff & students from ethnic minority communities

- Advising on inclusive policy, initiatives and practice

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- Foster an inclusive, anti-racist culture across Trinity and Irish higher education
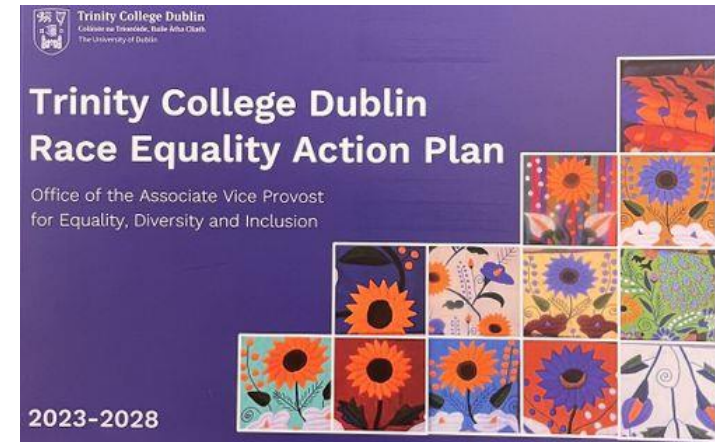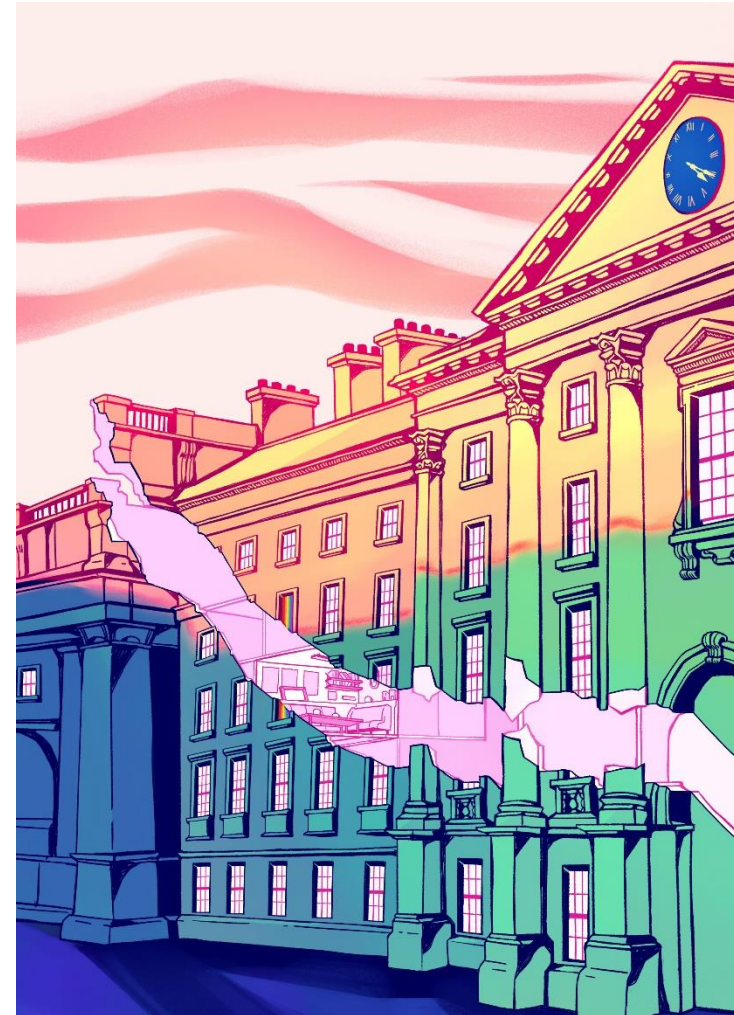
Race Equality Officer

Contact:

» Assia Boudhar

» Race Equality Officer

» boudhara@tcd.ie

» Equality, Diversity and Inclusion (EDI) Office

» Room 2054, Arts Building, Trinity College Dublin, Dublin 2

» 01 896 4034

Resources

» **EDI Website Resource Hub**

» **EDI Training:**

   » Let's Talk about Race in HE

   » Unconscious Bias

   » LinkedIn Learning

» **Student Societies, Sports Clubs, TCDSU**

» **Communities within Dublin**

» **Trinity support network**

How to Find Us

Contact Us:

Email: equality@tcd.ie
Phone: 01 896 4034
Office: Room 2054, 2nd Floor, Arts Building