A range of initiatives are in place to ensure that all in our diverse community are equally enabled to participate in Trinity life. This year, the new Trinity Centre for Gender Equality and Leadership has been founded to promote gender equality across all Faculties and throughout the entire staff. As a proud holder of a bronze Athena SWAN institutional award, Trinity will continue to work towards equal gender representation at all levels and to facilitate more Schools in applying for Athena SWAN recognition.

Other recent initiatives for equality include the Equality Champions Awards for Clubs and Societies, which promote inclusivity in extra-curricular activities; and the LGBT Staff Network, which is a social, professional and advocacy resource for all staff interested in LGBT+ matters. Trinity is proud to be a member of the GLEN Diversity Champions programme, and to have been named Top Public Sector Employer for LGBT Equality in the 2016 Workplace Equality Index awards. Ultimately, every individual in the university community has a role to play in ensuring Trinity is a collegial and inclusive place, so thank you for your contribution to Equality in Trinity.
New LGBT Staff Network

A new network for LGBT Trinity staff has been founded in 2016.

The Network is open to LGBT staff members and all staff with an interest in the LGBT community. It aims to act as a representative voice for LGBT staff, a professional network, a social outlet and a resource on LGBT issues.

There are many opportunities to get involved in the LGBT Staff Network – you are very welcome to contact LGBTStaff@tcd.ie or find further information at (www.tcdlgbtstaff.com).

Trinity Equality Fund

The Trinity Equality Fund facilitates initiatives which promote equality and diversity throughout the university. The Fund is made available annually to staff and student applications, on a competitive basis – for full details please see (www.tcd.ie/equality/projects/equality-fund/), and please note the application deadline is Monday 21st November!

Congratulations to all 12 groups who implemented these fantastic Equality Fund projects in 2015/16:

- Addiction Recovery and Wellbeing Group
- Éigse Thuar Ceatha / Trinity Rainbow Celebration
- Equality Champions Awards for Clubs and Societies
- Me Too Monologues
- Releasing Potential: Opening up Higher Education for Young People in Care
- Space to Breathe: Leading in Contested Spaces
- Trinity Accessible Research Archive
- Trinity Privilege Walk
- Trinity Returners Event
- Women Scholars at Risk Speaker Series
- Video Showcase of Inclusive Learning at Trinity
- Visiting Dinner with Trinity VDP

Equality Champions Awards for Clubs and Societies

Recognising the vital role that clubs and societies play in the student experience, awards are now available for clubs and societies whose events have reached out to a protected equality group or groups, and have benefited Trinity in becoming a more collegial and inclusive community.

Full details can be found at (www.tcd.ie/equality/projects/equality-champions-awards).

International Women’s Week

International Women’s Week (IWW) is a vibrant annual feature of the Trinity calendar, which brings together staff and students to celebrate women’s achievements and promote gender equality.

IWW 2016 was launched by the Vice-Provost, Prof Linda Hogan, and it featured a total of 28 official events plus free sports classes, a series of podcasts by TrinityFM, the SU’s “Feminists of Trinity” Facebook campaign and sign-ups for #HeForShe and #PledgeForParity.

Thanks to all the students and staff who made IWW 2016 such a great success. Please see (www.tcd.ie/equality/projects/international-womens-week) for more information about International Women’s Week, and how you can get involved – events are welcome from across the university!

Policy Updates

Two major Trinity policies were revised in 2015/16 – the Equality Policy, which outlines Trinity’s commitment to equal treatment for students, staff and visitors, and the Dignity and Respect Policy, which contains procedures for dealing with bullying or harassment. Both can be found at the Trinity policies webpage, (www.tcd.ie/about/policies).
Are you College Aware?

Interview with Kathleen O'Toole-Brennan, Programmes Manager with the Trinity Access Programmes, founder of College Awareness Week and recent winner of an inaugural Professional Staff award

What is College Awareness Week?

College Awareness Week (www.collegeaware.ie) is a vibrant national campaign which celebrates the importance of having a post-second-level plan, showcases local role models who have pursued further and higher education and helps to create a college-going culture in all communities.

Many communities have strong college-going cultures, but this 'expectational culture' is not universal, especially in lower income communities. Through College Awareness Week we believe that this educational divide along socio-economic lines should continue to be challenged.

How does College Awareness Week fit into the mission of the Trinity Access Programmes? (TAP)

For nearly 25 years, TAP has created partnerships with students, teachers, families, communities and businesses to widen access and participation of underrepresented groups at third level. So, in many ways, TAP was the natural breeding ground for College Awareness Week.

The campaign grew out of a very small outreach programme for primary school children, which I continue to organise. However, the eureka moment for the campaign occurred while I was walking under a sign for Engineers Week and began to take inspiration from other national campaigns such as Seachtain na Gaeilge and others.

What is the impact of College Awareness Week?

In 2015 over 650 events took place in libraries, local businesses, schools, further education and training colleges and centres, and higher education institutions in 27 counties, with an estimated 65,000+ people taking part over the course of the week. The campaign reached 3.5 million people as a result of its community-based media campaign and also received a silver Digital Media Award under the 'Best in Public Service' category.

What has been your personal highlight of College Awareness Week so far?

The highlight of the campaign has been the positive experiences which people have shared through photos, social media, emails, and personal interaction. One stand-out moment for me was listening to a 6th class student from ST Francis Primary School give a speech in the company of former Tánaiste Joan Burton, where he spoke about his dream of becoming a student in Trinity.

As a first generation college entrant, whose parents didn’t complete primary school, I feel very strongly that all people should have the chance to be exposed to conversations and role models who will help them to consider the course and career options which will be best suited to their interests, skills and desires. Choices and options in life shouldn’t be curtailed simply because of the accident of your birth.

The campaign reached 3.5 million people as a result of its community-based media campaign and also received a silver Digital Media Award under the ‘Best in Public Service’ category.

What’s next for TAP?

Every year in TAP brings something new and memorable. We hope to welcome the largest intake yet of TAP undergraduate students in 2016, helping us to contribute to Trinity’s goal of achieving a student body comprised of 25% non-traditional students. We look forward to watching the expansion of TAP outreach initiatives with the TA21 nationwide teacher and school engagement programme, and we eagerly await news on the experiences of the 12 students in Lady Margaret Hall, Oxford who are following in the footsteps of our TAP Foundation Course students.

Of course, College Awareness Week planning is also well underway!

Trinity Centre for Gender Equality and Leadership

The Trinity Centre for Gender Equality and Leadership (TCGEL) is being established in 2016 to deliver the University’s strategic objectives for gender equality. Recognising the great work done by WiSER (Trinity’s Centre for Women in Science and Engineering Research) to recruit, retain, return and advance women in academic science, engineering and technology, the new Centre will expand this remit to all disciplines and support areas across the university. TCGEL will be led by Professor Eileen Drew as Director.

The new Centre will work to deliver sustainable structural and cultural change, and to advance good practice and equality throughout the university, building on the success of the Athena SWAN Bronze Institutional Award achieved in July 2015. For more information and contact details, please see https://www.tcd.ie/academic-services/centre-gender-equality/centre-gender-equality.php
Trinity produces Equality Monitoring Reports on an annual basis, which can be accessed at [www.tcd.ie/equality/reports](http://www.tcd.ie/equality/reports).

**Gender**

- Male: 42%
- Female: 58%

**Technical/Academic/Research/Support/Librarian/Administrative**

- Male: 43%
- Female: 57%

**Diversity**

- 110 different nationalities among students
- 78 nationalities among staff

**Disability**

- 7.6% of students are registered with the Disability Service
- 4.3% of staff have a recorded disability

**Age**

- 25% of students are over the age of 25

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**Take the LEAD**

The Living Equality And Diversity (LEAD) online training programme is specifically designed for staff in Irish universities, covering relevant themes, scenarios and legislation over 1-2 hours of self-paced learning. It is a requirement for staff members sitting on interview panels to complete LEAD training, and all Trinity staff are encouraged to do so, particularly line managers, Heads of area and staff providing frontline services.

Take the LEAD today at [www.leadequalitynetwork.com](http://www.leadequalitynetwork.com).

In-person Diversity Training and Gender Identity Training are also ongoing – if you or other staff in your area would like to avail of either of these, please contact equality@tcd.ie to arrange (subject to resources).

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**Accessibility Tips**

It benefits everyone in Trinity to make our communications and events accessible. Here's how to do it:

**Communications**

- Use a sans serif font such as Calibri or Source Sans Pro - not Times New Roman
- Make your font size 12 or above in documents, or size 24 in slideshow presentations
- Use 1.5 point spacing, left-align your text, and use bold to emphasise – not italics or underlining
- Use headings / styles in Word – this makes documents accessible for people with sight impairments, and also makes formatting much quicker for the author

**Events**

- Include an accessibility statement in all event marketing materials, such as “Please inform us of any accessibility requirements you may have, so that we can facilitate you in attending this event”

To view Trinity’s Accessible Information Policy and further guidelines for implementing it, please see [www.tcd.ie/CAPS/LITC/accessible-info](http://www.tcd.ie/CAPS/LITC/accessible-info).
TRINITY NAMED TOP PUBLIC SECTOR EMPLOYER FOR LGBT EQUALITY

Trinity College Dublin has been announced as the Number 1 Public Sector Employer in Ireland and 5th overall in the Best Places to Work for LGBT Equality in Ireland, at the GLEN Workplace Equality Index 2016 awards ceremony. Trinity is very proud of its LGBT-inclusive culture for staff and students: for more information, please visit www.tcd.ie/equality/themes/sexual-orientation.

KEY CONTACTS

- Equality Officer www.tcd.ie/equality (equality@tcd.ie / +353-1-896-3282)
- Director of Diversity and Inclusion www.tcd.ie/diversity-inclusion (diversity@tcd.ie / +353-1-896-4853)
- Students' Union Welfare and Equality Officer www.tcdsu.org/welfare (welfare@tcdsu.org / +353-1-646-8437)
- Graduate Students' Union www.tcdgsu.ie (vicepresident@tcdgsu.ie / +353-1-896-1006)
- Dignity and Respect Contact Persons www.tcd.ie/about/policies/respect.php (see list at end of Policy)
- Disability Service www.tcd.ie/disability (disab@tcd.ie / +353-1-896-3111)
- Mature Student Officer www.tcd.ie/maturestudents (mature.student.officer@tcd.ie / +353-1-896-1386)
- International Student Liaison www.tcd.ie/study/non-eu/global-room (tcdglobalroom@tcd.ie / +353-1-896-2097)
- Trinity Centre for Gender Equality and Leadership www.tcd.ie/tcgel (tcgel@tcd.ie / +353-1-896-3508)