Welcome to the Equality Fund Showcase

www.tcd.ie/equality/projects/equality-fund
@TCDEquality
www.facebook.com/TrinityEquality
What is the Equality Fund?

- Supports staff / student initiatives promoting equality
- Small grants (typically max €1,000, given as reimbursements)
- Selected by a subcommittee of the Equality Committee
- Awarded in November, projects to be completed by June
What does it fund?

- Projects promoting equality in Trinity (may also have an impact on wider society)
- Projects by staff and/or students (joint projects are favoured)
- Any kind of project! e.g. events, publications, services, artworks, videos, campaigns, facilities, training...
- Projects relating to the ten grounds & the priority themes are prioritised
Ten Grounds

– Age
– Civil status
– Disability
– Ethnicity / Nationality
– Family status
– Gender
– (Housing Assistance)
– Religion
– Sexual Orientation
– Traveller Community
Priority Themes 2017/18

- Representation
- Empowerment
- Information
- Respect
- Human Rights
Selection Criteria

- Relevance to the selected theme(s) / equality ground(s) (20%)
- **Expected benefit (impact) for Trinity** (30%)
- Expected benefit (impact) for wider society (10%)
- Originality and creative approach (20%)
- Value for money (20%)
Tips for Your Application

– Read the Equality Fund webpages before you start
– Have a realistic, detailed budget which considers value-for-money
– Be thorough; show that you’ve thought through the details
– Be concise; don’t repeat yourself and focus on key factual information
Further Information

- [www.tcd.ie/equality/projects/equality-fund](http://www.tcd.ie/equality/projects/equality-fund)
- Aoife Crawford
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  equality@tcd.ie
Projects 2016/17 (1)

- #Queer
- Hysteria
- I Can Now Go Out and Smell the Flowers
- Learning to Build New Lives
- A Musical Revival of Urdu Poetry
- Ongoing Support for Students with Addiction
Projects 2016/17 (2)

- Peers without Pressure
- Releasing Potential 2017
- Sex and Money
- Student Parent Fit Kids
- “Trinity for All” Soccer Tournament
- Women who Wow
#Queer

Equality Grounds: Age/ Gender/ Sexual Orientation
What we Did

- Cabaret and open mic event on theme of “what does it mean to be LGBTQ in 2017?”
- Interactive performance from queer artists Stefan Fae (pictured) and Lady Kay
- Community engagement on topic via social media and marketing material
What we Achieved

- 65 attendees at event (over intended capacity of 50)
- €200 donation raised for Gay Switchboard charity via collection & ticket fees
- Raised community interest in LGBTQ spoken word & alternative performance
- Networking between disparate community groups e.g. LGBT staff networks from other institutions, students, performers
- Video of event available for circulation, future screenings & presentations.
What we Learned

- Define specific scope and outcomes of event/project early on. What are the “win” conditions of the project?
- Early promotion of project and commitments from key audience/stakeholders.
- Regular milestones and clear task assignment for all involved parties.
- Explore any aspect of the project you’re unfamiliar with to its complete finish e.g. the College procurement process “how, why, when, what’s next?”
- Enjoy it!
Hysteria
I can now go out & smell the flowers

Dementia as a disability, and Ageing & Equality
Placing people & the human story at the heart of research & design
Design can remove barriers & provide positive supportive environments
Time waits for no man or woman!
Cut your cloth to measure!
Use Equality Funding to leverage more funding
Learning to Build New Lives

Ethnicity, Nationality, Race
What we Did

- Collaborative and participatory meetings grounded in:
  - listening to realities
  - Listening to hopes
  - Building the bases for solutions

Learning to Build New Lives
Trinity College Responding in Times of Refuge
What we Achieved

– The creation of an participatory group bringing together people from College and from the asylum and refugee communities

– Relationships

– Recommendations for College on how it can assist people to access education through
  • Networking
  • Courses
What we Learned

– When approaching participatory work, we must cast off our preconceived ideas about others
– Listening is a pre-requisite for shared problem-solving
– Often all we can hope to do is make small steps, in the belief that such actions may precipitate greater change
– A project such as this is only the beginning and must lead to new actions

*Utopianism and hope will enable us to believe, and give us strength to try...to reverse history, to subvert it, and to move it in a different direction.*

(Ellacuriá 1989:1078)
A Musical Revival of Urdu Poetry

**Equality Ground**: Equality / Ethnic Diversity / Inclusiveness
What we Did

1. Secured grants from TCD Equality fund, TCD Visual and Performing Arts etc.

2. Invited a renowned and classically trained singer, Shahram Azhar to Dublin to perform at the event

3. Format: loop consisting of poetic discussion in English followed by musical rendition on tabla and harmonium

4. Printed and distributed poetry booklets for all members of the audience at the event so they could follow along with the poetry being recited
Some memories from the event....
What we Achieved

1. We paid tribute to the classic South Asian poets such as Faiz and Ghalib to a ethnically diverse audience

2. We raised € 1500 for The Children’s Hospital in Lahore, Pakistan through ticket sales
What we Learned

1. Securing a grant such as the TCD Equality Fund can be extremely rewarding when organising an event. Without it, we would not have been able to utilise the ticket sales towards a charitable cause.

2. Marketing the event two weeks in advance was the correct time frame for this particular event.

3. Eventbrite for ticket sales and Reads for poster/ticket printing were both utilised effectively in this project.
Addiction Recovery and Wellbeing group

Diversity, disability

ARE YOU STRUGGLING TO CHANGE YOUR USE OF ALCOHOL/SUBSTANCES?

WOULD YOU LIKE SOME SUPPORT IN DEALING WITH YOUR ADDICTION?

COME ALONG TO OUR WEEKLY CONFIDENTIAL SUPPORT GROUP

Facilitators: Aisling Holland, Tony Monahan at SCS
Thurs 5:30-7pm
27th Oct until Apr 13th 2017
What we Did
Weekly support group facilitated through both terms focus on coping skills

- Coping with Triggers
- Taking back your power
- When substances control you
- Self care/ self nurturing
- Getting support from others
- Detaching from emotional pain
- Fostering Healthy relationships
- Philosophy is harm reduction and self care
What we Achieved
20 Sessions Average attendance 5 per group

Feedback from students:
‘Found the groups very helpful’
‘Good to have a venue to talk honestly with peers who are understanding and are non judgemental’
‘Coping skills like delay and distract helpful’
‘Stopped drug use, self detoxed, relapse prevention skills helpful’
‘Able to deal with cravings, extended periods of sobriety, able to notice bad habits and prevent things getting chaotic’.

‘I feel I would need to continue this next year’
What we Learned

An invaluable support service for Students who struggle with Dependency which impacts on personal life and college life

- Valued by Vulnerable group of students- Diverse group- need specialised support
- Commitment from experienced external facilitator to continue to support TCD with this support service
- Commitment to facilitate this group again 17/18 with funding from Students Union
- THANK YOU TO TRINITY EQUALITY and STUDENTS UNION
Peers without Pressure
Mental Health
What we Did

Peers without pressure is an anonymous FitBit Challenge that allows people with mental health issues attending the Health Service to gain the benefits of social support to be physically active without having to engage face to face with others.

Social support is an effective way to promote physical activity but many people who experience anxiety are unable to gain the benefit of social support because they don’t feel they can join a traditional group. Through Peers Without Pressure, student who signed up for the challenge could join a virtual group anonymously and exercise with others without having to meet them.
What we Achieved

The Project funding allowed us to purchase 7 Fitbit Alta devices which the College Psychiatrist made available to students attending her clinic who were interested in embracing physical activity as part of their wellness plan but who struggled to attend the gym or larger exercise groups.

Fitbits were made available for various durations, many students reporting significant benefits going on to purchase one for themselves and returning the Fitbit so that another student could benefit from their use, others, using the Fitbit device and group throughout exam time and requesting continued use over the summer period.
What we Learned

- The use of a device that promotes physical activity in a virtual social setting was reported by students to be helpful and supportive without being demanding.
- We noted an increased focus and awareness of the need to exercise as well as sustained increased activity levels over time.
- We believe that this has been a worthwhile project and aim to continue this project again this academic year.
Releasing Potential 2017
RELEASING POTENTIAL - EDUCATIONAL OPPORTUNITIES FOR YOUNG PEOPLE IN CARE!

Children, young people, carers, and relevant professionals welcome to this information session on educational opportunities for young people in care after they leave school!

When: Saturday 26th November 2016 // 11:00-1:00PM
Where: Graduates Memorial Building (GMB)
Trinity College Dublin

Map to GMB available here // For more information visit www.collegeaware.ie
What we achieved

Successful event
Publicity drive on social media
Great interest and response
50 people attended
8 stalls from key providers
two young people from care system as speakers
Raised awareness
Forged alliances
Award from College Awareness Week
Learning for the future

Importance of partnerships with stakeholders

Value of event

How hard the young people find it to ask their questions – challenge of how to support them positively in doing this

Continuing this year (and we hope beyond)

Extra support and interest: Equality Fund (2017), DCYA (small grant), Maynooth University, Solas etc

Importance of raising expectations of young people, carers, professionals, policy people etc

Value of take home info in suitable format
Thank you from Eavan and Robbie

Participants
Young people who spoke
Stall holders
IUA
Trinity Admissions, TAP
College Awareness Week
Equality Fund
“Sex and Money” addressing sex and gender in post-graduate research funding applications - seminar.


Equality theme: Putting Policy into Practice.

- This seminar was in direct response to feedback received from Trinity postgraduate students who are completing research funding applications to the Graduate Students' Union (GSU Equality and Diversity Officer, GSU PhD Officer and GSU Vice-President).
- It resonates with research funder’s requirements to address sex and gender components in funding applications (IRC, HRB, H2020, EU DG Research and Innovation ERA, CIHR, RCUK, National Institutes of Health USA, etc.).
- Also some academic journals starting to request this aspect be addressed in research published (The Lancet, PLOS Biology, and PLOS Medicine, etc.).
What we Did
This project addressed the lack of support and training for Trinity postgraduates on this topic

- Planned, organised, delivered and evaluated a postgrad research student seminar on addressing sex and gender in research funding applications.
- Seminar took place on 20 March 2017 during TCD GSU Postgraduate Week.
- Seminar was organised by GSU with the Trinity Gender Forum, supported by TRISS.
- Seminar was promoted via email and social media.
- Contracted expert facilitator Dr Clare O’Hagan, the Equality Business.
- Worked closely with the expert facilitator to develop the seminar outline, structure and content relevant to TCD postgrads.
What we Achieved

Evaluation feedback included:

- An interdisciplinary mix of 21 seminar attendees drawn from 11 Schools and 3 Faculties attended the seminar.

- 92% of participants agreed or strongly agreed with the statement ‘I will consider making changes to my research applications following this seminar’.

- 56 per cent agreed and 36 per cent strongly agreed that ‘the information that was covered on the seminar will be beneficial to me in the future’.

- Positive response regarding the seminar presentation content, delivery and facilitation, 92% agreeing or strongly agreeing that ‘the content and the delivery of information were appropriate for this seminar’
What we Learned

- For many students this was the first time they had considered sex and gender in their research, so the seminar was perhaps too short to really begin to apply this into their research funding applications.

- Wider knowledge amongst the Trinity population (especially DPGTL) of current requirements by research funders (IRC, HRB, SFI, H2020, etc.) for a sex and gender dimension to research is urgently needed.

- Rethinking the title of the seminar suggested.

- Mainstreaming of seminar content in future PhD Structured module is planned from 2018 via Dean of Graduate Studies Office TCD.

- HEA very supportive - “It is a best-practice example to others that we will definitely be promoting.”
STAR Programme
Sporting Talent & Academic Rewards Programme

AIM: To provide young people from disadvantaged communities with the opportunity to engage with Trinity college through a soccer tournament on

HOW: Partnership-
What we did

(What actions were taken in your project)

What we did

– 100 6th class students from DEIS schools played tournament in TCD
  – 50 students are from Tallaght
  – 50 students are from Dublin Inner City

How did we do it

– Get buy in from schools
– Book venues
– Get STARS
– Run the event
– Get media involved
– ENJOY!
Encouraging Education Through Sport: Trinity Hosts Sadlier and Shamrock Rovers

Today in the global room, former Irish Internationals helped launch a new programme helping to keep young soccer players from DEIS schools engaged in their education.

Jake O'Donnell
DEPUTY SPORTS EDITOR

One hundred loud and hyper sixth-class children from Tallaght and Dublin’s inner city piled into Trinity’s Global Room today for an awards ceremony signifying the end of the launch of a new programme that aims to keep young soccer players from DEIS schools engaged in their education.

A Trinity Access Programme (TAP) initiative in partnership with Trinity Sport and Shamrock Rovers Football
What we Learned
(Advice for future projects)

ENJOY
SAY THANKS

As a result of this programme we have received 10,000 Euro to launch a year long programme for 30 of the students who took part. This tournament has been the start of a new initiative which will hopefully support more young people from disadvantaged communities, who have a sporting talent, to see Trinity as a viable option in their future... Thanks to Aoife and the Equality Fund for supporting this work.

The winners!
Student Parent ‘Fit Kids’

Family and civil status, gender.
What we Did

Organised sport camps during February school mid-term break

- Secured €1000 from the Equality Fund.
- Negotiated a discounted rate with the TCD Sports Centre to provide fully subsidised places in their sports camps for children age 5-14 during Feb mid-term.
- Advertised application. Most eligible given priority.
- Received extra €500 from Dr. Katriona O’Sullivan to fund even more lone parent places.
What we Achieved
Lifted a significant barrier to educational participation for student parents

– 13 parents and 20 children benefited from the scheme.
– Allowed student parents to fully participate in their studies throughout their child’s mid-term break.
– Showcased the diversity of students at TCD.
– Story was carried in the Irish Times by Carl O’Brien-highlighted childcare costs as barrier to education.
What we Learned

- Childcare is a significant financial barrier for student parents participating in educational programmes.
- This cost significantly increases during children’s school holidays.
- Sports camp are already in operation-this scheme can be easily replicated on a full time basis at relatively low cost.
- Feedback from student parents overwhelmingly positive.
Women Who Wow: LaunchBox

"Women Who Wow is a unique opportunity to get mentored by like-minded women who have become very successful, and who are willing to share their experiences and knowledge. It’s a great tool for students to build their confidence at such an early stage of their career."

– Mentee,
Women Who Wow AY1617

Find Out More
launchbox.ie/womenwhowow

Trinity College Dublin,
The University of Dublin
What we Did

- Ran a 1:1 mentoring programme for female students interested in entrepreneurship / business
- Launch event which emphasised networking, discussion and relationship building in a friendly and ‘safe’ environment
- Matches then met 1:1 for one hour each month
- Closing celebration with feedback gathered
What we Achieved

- Matched 15 students with 15 mentors who had business or startup expertise
- Facilitated relationships that will out-last the programme and these students’ time in College
- Successfully increased the numbers of female students applying and getting in to LaunchBox
- In LaunchBox 2016 – 15% of participants were female. In 2017 that rose to 29%. 
What we Learned

- Mentorship is a successful method for encouraging and supporting female students in this area.
- Female relationship-building in a ‘safe’ environment builds more than networks – also builds confidence and self-belief.
- Lack of support and self-confidence can mean female students opt out of opportunities (like LaunchBox). Mentoring is one way to address both issues.
Thank You

www.tcd.ie/equality/projects/equality-fund

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