

# School of Genetics & Microbiology

## Athena Swan/EDI update



# AS/EDI Committee:

Chair: Sinéad Corr Co-Chair: Aoife McLysaght


Members: Marta Martins, Karsten Hokamp, Deirdre Muldowney, Brenda Campbell, Laoise Quinn, Brian Joyce, Natalie Hudsonier, Valeria Mattiangeli, Clement Verdier

## Membership

Membership of the Committee is representative of our School community including gender balance and diversity; disciplines and grades; faculty, staff and students. It is anticipated that the Committee will meet four to six times per year.

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

### School of Genetics and Microbiology - EDI Committee



Sinéad Corr  
Chair

Aoife McLysaght  
Vice-Chair

Brenda Campbell

G. Jane Farrar

Karsten Hokamp

Natalie Hudson

Brian Joyce

Marta Martins

Valeria Mattiangeli

Deirdre Muldowney

Laoise Quinn

Clément Verdier

## New members welcome!



- Focus on equality, diversity and inclusion (EDI) issues in the school
- School currently holds a Bronze Award (2020-2024)



## What are the criteria for Athena SWAN Award?

Athena awards are given at Bronze, Silver and Gold levels.

To achieve an award, a School needs to undertake a review identifying the gender equality challenges they face and develop an action plan identifying how they will address those issues.

Silver Award- addresses not only gender equality issues, but also race, ethnicity.....

### Why is this important?

We want *our School* to be inclusive, collegial and supportive to ALL

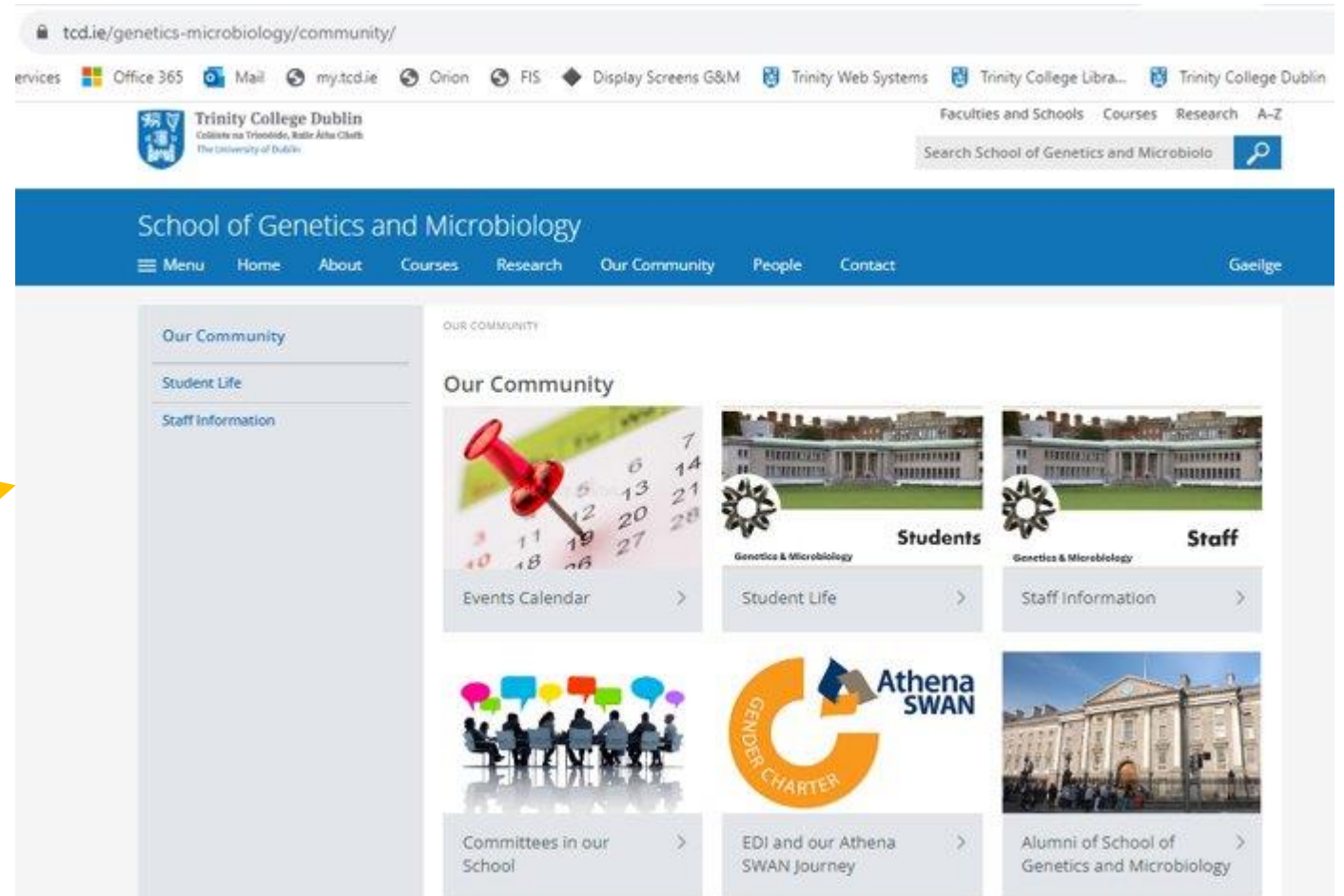
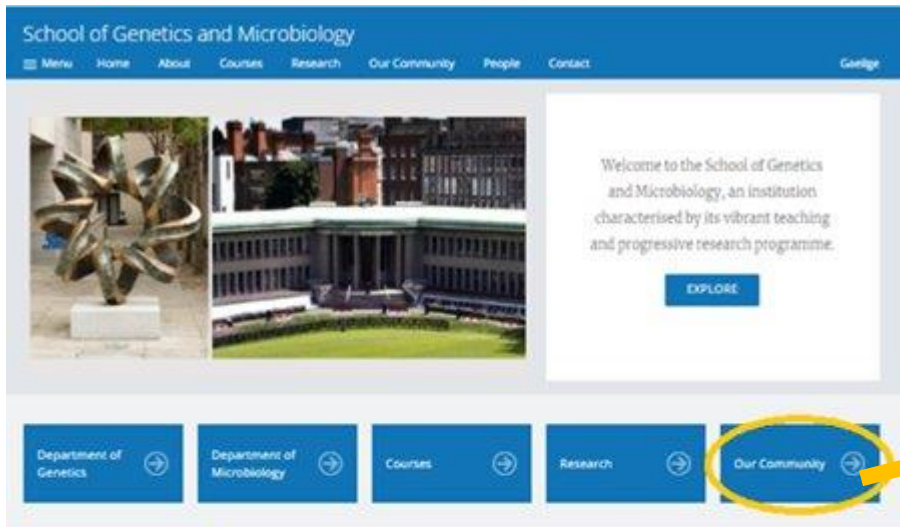
**Wider implications:** Irish Funding Bodies to Require Athena SWAN Gender Equality Accreditation for Higher Education Institutions to be Eligible for Research Funding

**Check out our School's list of actions identified for our Bronze Award**

<https://www.tcd.ie/genetics-microbiology/edi/athena-swan/action-plan/>

## Some but not all of the work so far in the School:

**School Website:** See section on **'Our Community'** which serves as an important source of information for students and staff with links to college wide resources (mentorship programmes and process of promotion, skills and training workshops for ECRs), information relating to our Athena SWAN award and subsequent work in the EDI space.



## *Processes within the School:*

***Postgraduate Thesis Handbook & Process of Review:*** There is now a School Handbook which outlines the Thesis process and expectations. There is a structured process of review within the School, although still differing between the two departments. However, both implementing formation of PhD thesis committees (to include one academic from each department) and practices providing greater monitoring of the progress and equality of treatment of PG students. Thesis committees are established from the first day of a PhD project.

***Certificate of Supervision:*** School will supply a letter certifying the number of UG students where a PhD or PD assisted with supervision.

***Improved gender balance:*** On School committees, positions of leadership, invited lectures and prestigious prize or named lectures, on recruitment panels.

***Unconscious Bias Training:*** All academics and School Executive committee completed training. We now extend this request to all staff actively involved in recruitment.

***Greater awareness*** in the school of the role of mentorship and career supports at all stages

***Core working hours*** directive has been publicised and implemented



## *Events within the School:*

***School-wide ECR seminar series:*** monthly series followed by a social hour This event has enabled peer-to-peer support, shared experiences and social opportunities.

***Career talks for PhD students/Postdocs:*** Organised by Adrian Bracken to support career development and improve awareness of opportunities.

***Annual School Research Symposium & Social Event:*** The School will host an annual research symposium with short talks and/or poster presentations followed by a social event. Example Christmas wine reception. First event successfully held December 2022.

***GenSoc and MicroSoc:*** School-wide seminars and workshops including career events, which are open to School members.

***Coffee Mornings:*** School-wide

***Social outings:*** School Tennis



## Upcoming steps for school members

- **School Survey** Anonymous survey (good participation needed)
- **Focus Group Meetings** opportunity to raise issues that might not be captured by the form, also suggest possible solutions (Early 2024)
- **Future events** that are linked to EDI (Pride, STEM events etc), suggestions from school community welcome!
- **Silver Application** in 2024
  - Need to show measurable **impact** of previous actions on EDI
  - We need your help to do this!** Take part in Survey and Focus Groups



# Athena SWAN school survey



*your answers  
means a lot!*



## Check your emails for the survey

